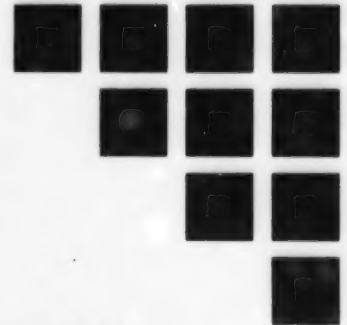




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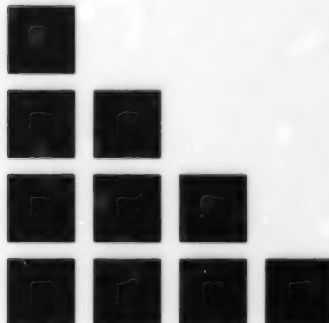
Seasonal Workers and Seasonal Jobs: An Overview Based on the New Brunswick Seasonal Workers Survey

R-99-19E

by

**Francis L'Italien, Samuel LeBreton and Louis Grignon
December 1999**

Research Paper



Human Resources
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**Applied Research Branch
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Abstract

This document presents a socio-economic profile of seasonal workers and seasonal jobs in New Brunswick in 1996. The profile is based on the findings of the "New Brunswick Seasonal Workers Survey," conducted for Human Resources Development Canada – New Brunswick Region.

The profile of seasonal jobs and seasonal workers provided by this study is revealing in a number of respects. One finding indicates that, in 1996, one New Brunswick worker in five had at least one seasonal job. The study also shows that seasonal work is very widespread, extending beyond what have traditionally been considered seasonal industries. Seasonal workers tend to be men with a considerably below-average level of education. This low education level, coupled with the relatively large seasonal workforce, results in average hourly wages for seasonal jobs that are about 20% lower than those for all jobs combined. Despite the lower wages, only a minority of seasonal workers have more than one job during the year, even though seasonal jobs last a relatively short time on average.

Résumé

Ce document trace le portrait socio-économique des travailleurs et des emplois saisonniers au Nouveau-Brunswick en 1996. Il est basé sur les résultats de l'Enquête sur le travail saisonnier du Nouveau-Brunswick, effectuée pour le compte de Développement des ressources humaines Canada – Région du Nouveau-Brunswick.

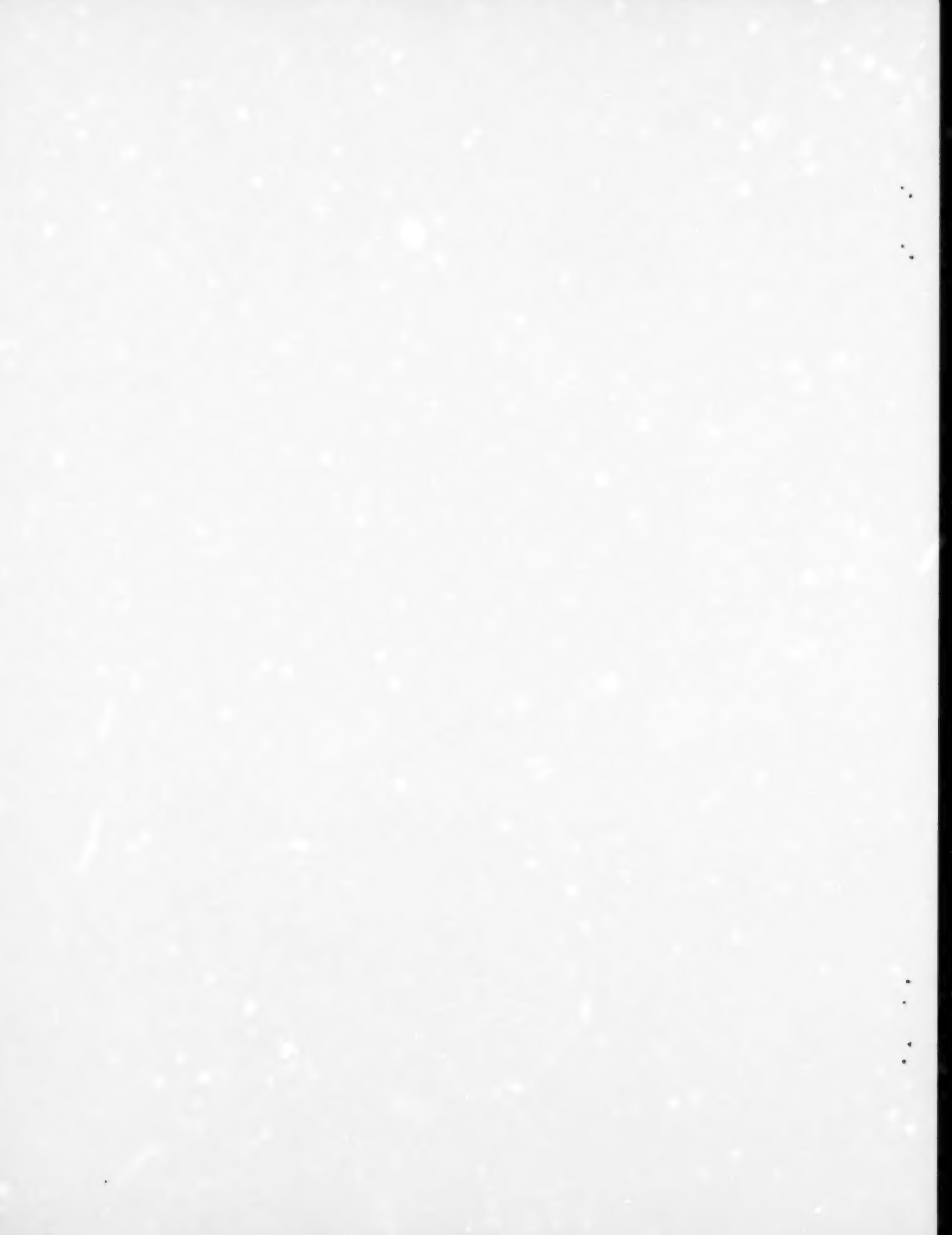
Le profil des emplois et des travailleurs saisonniers qui se dégage de cette étude est révélateur à plusieurs égards. On y apprend entre autres qu'un travailleur sur cinq a occupé au moins un emploi saisonnier au Nouveau Brunswick en 1996. Il montre aussi que l'emploi saisonnier est une forme d'emploi très répandue, qui déborde le cadre des secteurs traditionnellement considérés comme saisonniers. Ce type d'emplois est principalement occupé par des hommes dont le niveau de scolarité est passablement plus faible que la moyenne. En conséquence du faible niveau d'éducation et de l'abondance relative de cette main d'œuvre, les emplois saisonniers ont des taux de rémunération horaires moyens de quelque 20 % inférieurs à ceux que l'on retrouve pour l'ensemble des emplois. En dépit de ces taux de rémunération moindres, une minorité de travailleurs saisonniers occupent plus d'un emploi durant l'année et ce, même si la durée moyenne des emplois saisonniers est relativement courte.

Acknowledgements

We would like to thank John Greenwood, Nathalie Gratton, Patrick Hayes, Dominique Pérusse, Saul Schwartz, Deborah Sunter, and two anonymous referees, for their help and comments.

Table of Contents

1. Introduction.....	1
2. Data Source.....	2
3. Seasonal Work in New Brunswick in 1996.....	3
3.1 Percentage of seasonal workers	3
3.2 Age of seasonal workers	5
3.3 Education level of seasonal workers.....	6
3.4 Seasonal jobs and industries	7
3.5 Duration of seasonal jobs.....	9
3.6 Seasonal jobs and earnings	10
3.7 Seasonal workers and multiple jobs.....	12
4. Conclusion	15
4.1 Main findings	15
4.2 Directions for research.....	16
Appendix A: The Data	19
Appendix B: Definitions	21
Appendix C: Comparison with Unpublished Statistics Canada Data on Seasonal Employment.....	23
Appendix D: Detailed Statistical Information Tables.....	27



1. Introduction

The purpose of this paper is to enhance our understanding of the socio-economic situation of seasonal workers so that the programs and policies that impact those workers can be improved. That includes not only the Employment Insurance program, but also all other human resources development policies aimed at improving job and salary outlooks for seasonal workers.

This paper describes the socio-economic situation of seasonal workers in New Brunswick in 1996 in terms of gender, number of jobs held during the year, level of education, age and language. It also profiles seasonal jobs by industry, duration, average hourly earnings and total annual earnings. Finally, it compares the socio-economic profile of seasonal workers who held only one job during the year with that of seasonal workers who had two or more jobs.

This paper is organised as follows. The second section briefly describes the data source. The third section presents the key findings, mainly in graph format, and an analysis of those findings. The last section contains the conclusion and four appendices. The first appendix contains information on the source of the data used. The second defines the key terms and expressions used in the paper. This is useful, due to the lack of a standard definition of the terms seasonal worker and seasonal job. The third appendix provides a comparison of the estimated percentage of seasonal workers in New Brunswick according to the SWS and the LFS. The fourth appendix presents detailed findings from the SWS, some of which are not reported in the text, in the form of tables accompanied by brief comments.

2. Data Source

This paper examines the situation of seasonal workers in New Brunswick in 1996. It is based on the results of the New Brunswick Seasonal Workers Survey (SWS) conducted by Ekos Research for Human Resources Development Canada (HRDC) – New Brunswick Region.

The findings presented in this paper are based on data in the New Brunswick Seasonal Workers Survey (SWS) conducted by Ekos Research using a sample of 5014 New Brunswick households. One member of each household was asked to respond to questions over the telephone for all members of the household over 14 years of age. We were thus able to obtain information on 10,881 individuals. The survey, conducted during January and February 1997, asked respondents to base their answers on the full calendar year of 1996.

From a methodological perspective, the SWS duplicates some aspects of the LFS. For example, both surveys focus on the working age population, i.e., those 15 years of age and over. Also, persons living on native reserves or in institutions are not included in the sample used as the basis for the analysis presented in this paper. Furthermore, to maintain comparability with the LFS, full-time members of the Canadian Forces were excluded from the analysis, although they were included in the sample.

However, there are a number of differences between the SWS and LFS. First, the SWS was conducted only once, whereas the LFS is conducted periodically to produce time series. Also, the SWS is retrospective, meaning that it contains questions on all the jobs held in 1996 by each individual in the database. The LFS gathers information primarily on the main job held during the reference week of each month, i.e., the week during which the 15th day of the month falls.

Because of these differences in methodology, including the different definitions of the characteristics of seasonal workers, the two surveys produce different estimates of the proportion of seasonal workers in New Brunswick. A reconciliation of the two estimates is offered in section 3.1 and Appendix C.

Appendix A contains a more detailed description of the SWS, particularly of the survey methodology.

3. Seasonal Work in New Brunswick in 1996

3.1 Percentage of seasonal workers

Seasonal workers¹ are those who report having held at least one seasonal job, full-time or not, during 1996. Jobs are referred to as seasonal when they have a predetermined end date attributable to seasonal factors.

According to data from the SWS,² in 1996 seasonal workers accounted for almost 20% of all workers³ in New Brunswick, whereas standard workers⁴ represented close to 60% of all workers (Figure 1). Among women, 16.3% were seasonal workers, compared with 23.3% of men (Figure 2).

The 20% estimate conceals significant regional differences. The survey data show that the percentage of seasonal workers ranged from 15% in the southwest part of the province to almost 29% in northeastern New Brunswick, which includes a sub-region, the Acadian Peninsula, where the percentage of seasonal workers was 45%. A discussion of regional differences in seasonal work is not within the scope of this paper. Readers interested in that subject can consult the summer 1998 issue of New Brunswick Review, published by HRDC.

Women were 37% of seasonal workers and 46% of the total workforce (Table D.1). Women were thus under-represented among seasonal workers, as they were among standard workers;

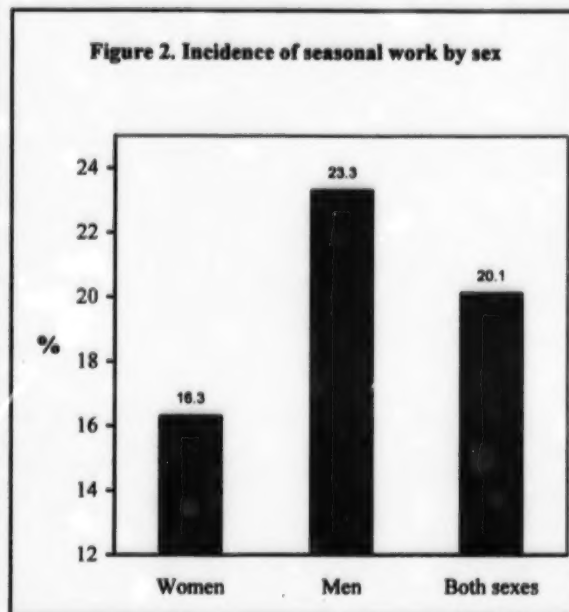
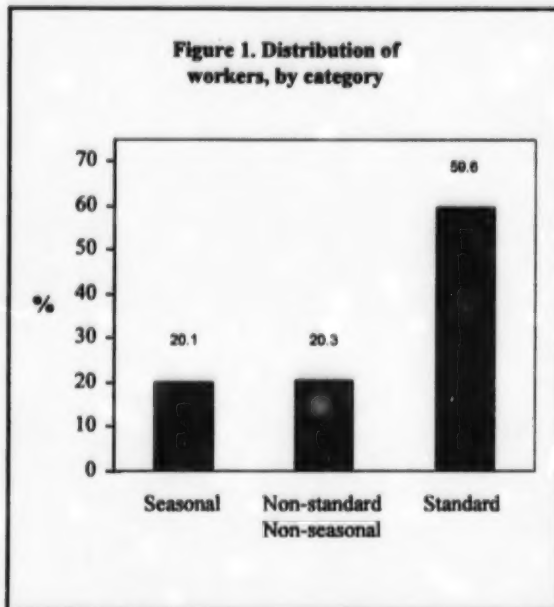
¹ It should be noted that there is no single and generally accepted definition for the terms seasonal worker or seasonal job. Appendix B contains definitions of terms and key concepts. Finally, the term job is defined as any activity undertaken for the purposes of earning money, and thus does not include volunteer work.

² The results presented in this paper do not include 'other' 'don't know' or 'no answer' responses, or missing responses, unless otherwise indicated. In the tables in Appendix D, the response rates aside from those four possibilities are indicated when they are less than 100%. Response rates to a question can sometimes be 100% because only a sub-sample meeting specific definitions or characteristics is taken into account.

³ Worker is defined here as an individual who reports having worked for a salary or other type of income for at least one week in 1996.

⁴ Standard workers are those who report having held one or more standard jobs in 1996, and have not held a seasonal job or non-standard non-seasonal job during that time. Standard jobs are those that are continuous, stable and full-time, i.e., 30 hours or more per week.

they accounted for only 43% of the latter group. Only among non-standard non-seasonal workers⁵ did women outnumber than men, at 65%.



In 1996, seasonal workers had an average of 22 weeks of work, which is much lower than the 48 weeks for standard workers and 34 weeks for non-standard non-seasonal workers. All workers in New Brunswick worked an average of 40 weeks during the year.

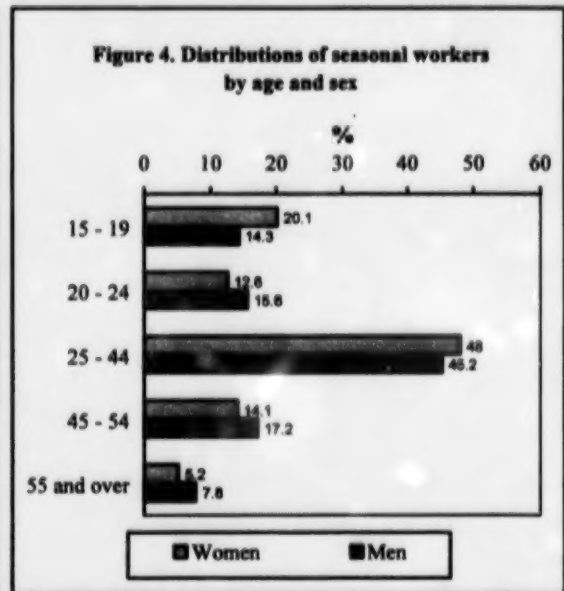
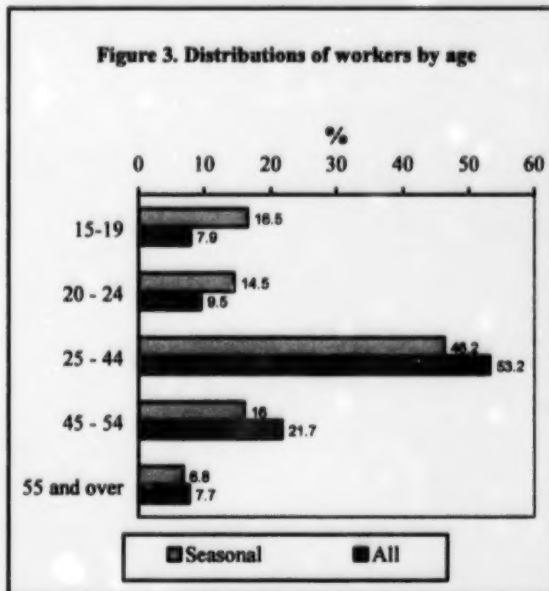
The 20% estimate for seasonal workers in New Brunswick yielded by the SWS is much higher than the LFS estimate: Statistics Canada estimates the proportion at approximately 6% in 1997 (no estimate is available for 1996). The gap⁶ between those two estimates stems first of all from the fact that the Statistics Canada survey measures the average number of seasonal workers over the year, whereas the HRDC survey estimates the incidence of seasonal work. Secondly, Statistics Canada calculations do not include self-employed seasonal workers, who are included in the SWS data. Appendix C gives a more detailed explanation of the gap between SWS and LFS estimates.

⁵ The name of this category suffices to define it. The same applies to the category of non-standard non-seasonal jobs, which however also includes jobs for which the respondent could not or would not identify the category.

⁶ We thank Deborah Sunter and Dominique P  russe of Statistics Canada for providing us with information that was extremely helpful in comparing the two estimates.

3.2 Age of seasonal workers

Seasonal workers were slightly younger than all workers. In 1996, their average age was 34, compared with 36 for all workers. The percentage of workers under 25 years of age was higher among seasonal workers than among all workers. Approximately 17% of seasonal workers were between 15 and 19 years of age, compared with 8% of all workers (Figure 3), and close to 15% of seasonal workers were between 20 and 24, whereas approximately 10% of all workers fell into this age bracket.⁷



The reverse is true for workers aged 25 and over; in that group, the percentage of seasonal workers was lower than the percentage of all workers. For example, 46% of seasonal workers were between the ages of 25 and 44, compared with 53% of all workers, and 16% of seasonal workers were between 45 and 54, compared with 22% of all workers (see Table D.2.1).

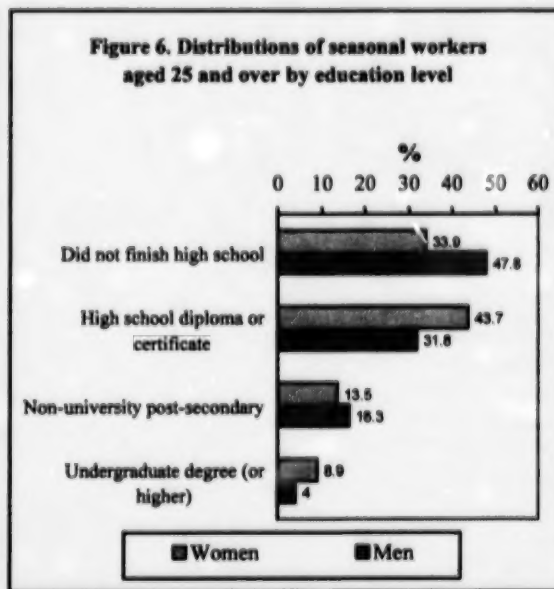
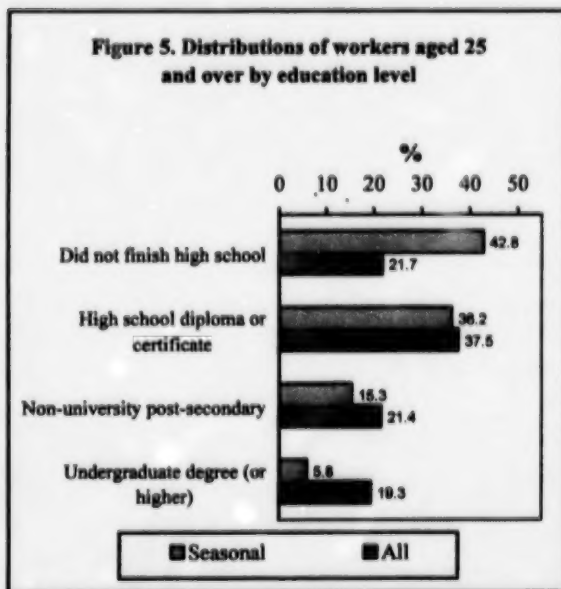
Seasonal work may well meet the needs of many members of the 15-24 age bracket, which contains a high percentage of students, since students can work during the summer to earn maybe enough to return to school in the fall. Employers also use students as temporary replacements for staff on summer vacation.

⁷ SWS data did not allow us to distinguish between summer jobs for students and seasonal summer jobs. This could explain in part why seasonal workers are, on average, younger.

The SWS shows only slight differences between men and women in the distribution of seasonal workers by age. The biggest difference is the gap between men and women in the 15-19 age bracket. Approximately 20% of female seasonal workers were aged 15 to 19, compared with 14% of male seasonal workers (Figure 4 and Table D.3.1). The gap between men and women was thus six percentage points for seasonal workers in that age bracket, while it was around three percentage points for other age brackets. This had an impact on the average age of seasonal workers of the two sexes, which are 33 for women and 34 for men.

3.3 Education level of seasonal workers

As a rule, seasonal workers had lower levels of education than other workers, as shown in Figure 5, which compares the education level of seasonal workers with that of all workers in the 25 years of age and older bracket.⁸ Forty-three percent of seasonal workers in this age bracket did not complete high school, compared with only 22% of the workforce as a whole and approximately 17% of standard workers (Table D.4.1). Moreover, only 6% of seasonal workers had a Bachelor's degree or higher, compared with 19% of the workforce as a whole and 23% of standard workers.



⁸ Limiting the analysis to the 25 and over age bracket excludes most individuals still attending school, providing an approximation of the level of completed education.

Looking at the same data from another perspective, we find that 42% of workers with less than a grade 9 education in the 25 and over age bracket were seasonal workers. Furthermore, only 6% of workers in the same age bracket who had completed an undergraduate degree were seasonal, and this proportion was only 4% among those who had completed a graduate degree (Table D.4.3).

Generally, the education level for women in this age bracket (25 and over) was higher than for men. For example, 48% of male seasonal workers did not finish high school, compared with 34% of female seasonal workers (Figure 6). Moreover, only 4% of male seasonal workers had completed a Bachelor's degree or higher, compared with 9% of female seasonal workers.

The results also show that among seasonal workers 25 years of age and up, men were twice as likely as women to have less than a Grade 9 education (Tables D.6.1 and D.6.2). Also, women were 84% more likely than men to have a Bachelor's degree.

Close to 77% of seasonal workers 25 years and older with less than a Grade 9 education were men. Conversely, almost 80% of seasonal workers with a graduate degree were women (Table D.6.3).

It should be noted that none of the findings presented in this sub-section on the education levels of seasonal workers would change substantially if we were to analyse workers aged 15 and over instead of 25 and over (see Tables D.5.1, D.5.2, D.5.3, D.7.1, D.7.2 and D.7.3).

3.4 Seasonal jobs and industries

In 1996 in New Brunswick, almost 84% of jobs⁹ in the fishing and trapping industry were seasonal (Figure 7 and Table D.9.3). The figure was 83% in the fish processing industry, 58% in forestry, 50% in agriculture and almost 47% in construction. Those industries are the most seasonal and offer large numbers of jobs that do not require high education levels. This is compatible with the fact that seasonal workers are generally less well educated than other workers. It should be noted that in other industries, the percentage of seasonal jobs was consistently under 17%. It was below 1% in the mining industry as well as in the finance, insurance and real estate industry.

⁹ Jobs as opposed to workers. See Appendix B for a definition of concepts.

Figure 7. Percentage of seasonal jobs by broad industrial group

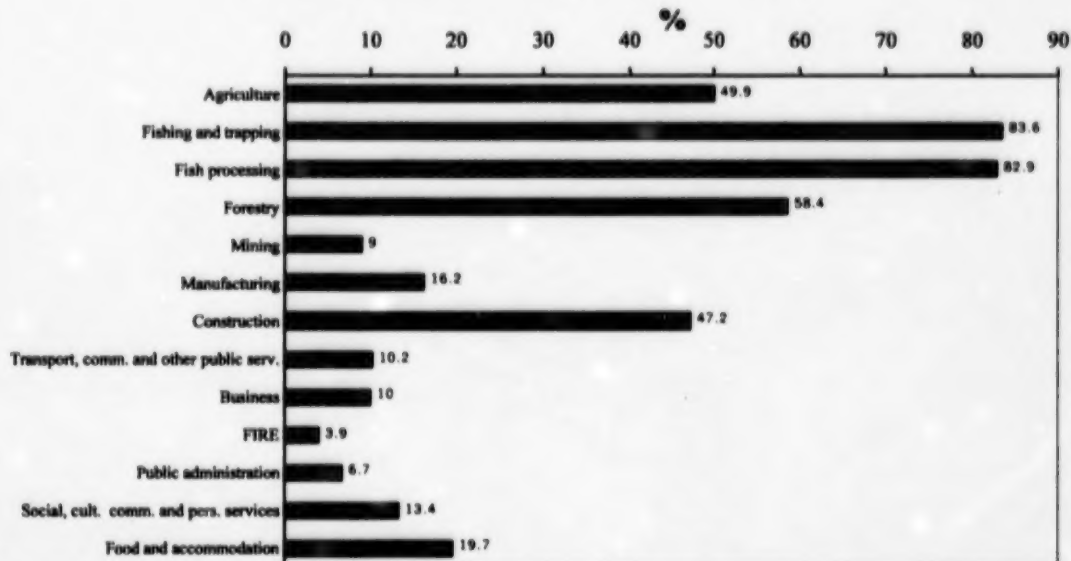
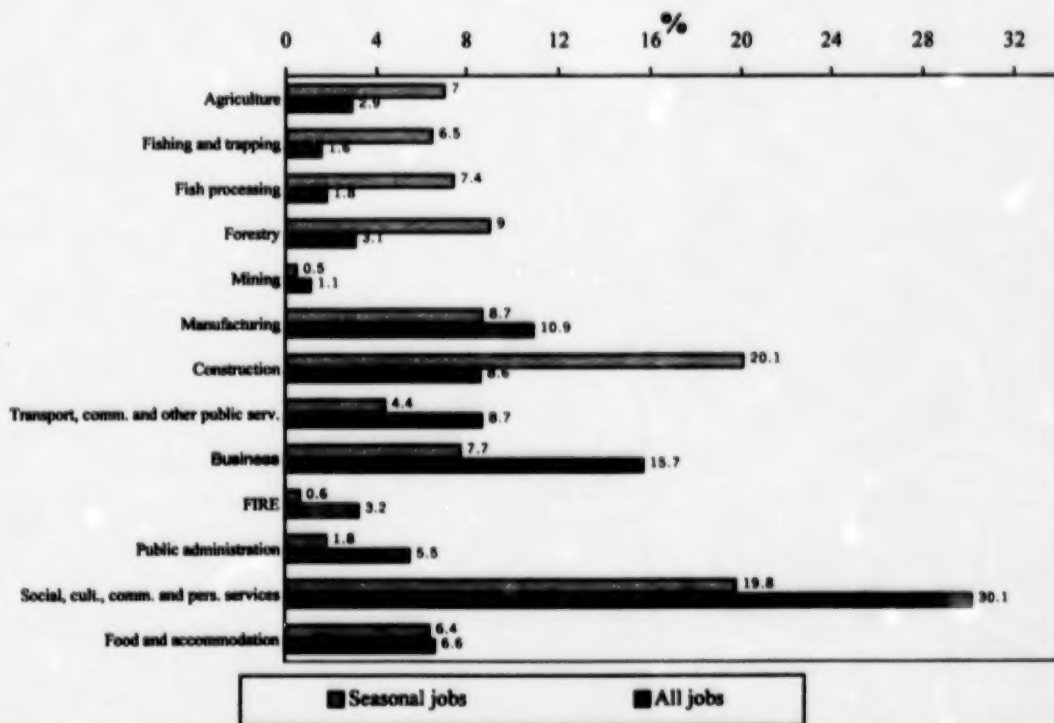


Figure 8. Distributions of jobs by industry



It is likely that the 50% of jobs in agriculture that are seasonal are related to fruit, vegetable and grain growing. Production in livestock breeding and dairy production are much more uniform throughout the year, which would explain why there are not more seasonal jobs in this industry.

Thus, the agriculture, fishing and trapping, fish processing, forestry and construction industries are seasonal. However, the distribution of seasonal jobs by industry (Figure 8 and Table D.9.1) shows that close to 50% of seasonal jobs in New Brunswick in 1996 were not in these seasonal industries. Furthermore, the industry with the highest number of seasonal jobs was the social, cultural, commercial and personal services, including food and accommodation, with 26% of all seasonal jobs. Seasonal work thus extends considerably beyond the industries that have traditionally been considered seasonal.

The SWS also shows that 7% of all seasonal jobs were in agriculture, compared with 2.9% of all jobs. The figures for the other seasonal industries are: fishing and trapping, 6.5% of seasonal jobs and 1.6% of all jobs; fish processing, 7.4% and 1.8%; forestry, 9% and 3.1%; and construction, 20.1% and 8.6%.

3.5 Duration of seasonal jobs

Predictably, the average length of seasonal jobs in 1996, 17 weeks, was much shorter than that of all jobs, which was 35 weeks. The analysis of job duration was based on the number of weeks worked in 1996. The measure is therefore truncated, since some jobs began before 1996 and/or ended after 1996. However, given that most seasonal jobs begin in the spring or summer and end before the end of the year, it is likely that only a limited number of seasonal jobs are affected by this factor, which is not the case for standard jobs.¹⁰

Approximately 78% of seasonal jobs lasted fewer than 25 weeks, compared with 35% of all jobs (Figure 9 and Table D.10.1). Indeed, seasonal jobs were twice as likely to last 25 weeks or less than all jobs. Moreover, 36% of seasonal jobs lasted 11 weeks or less, compared with only 16% of all jobs. It should be noted also that a non-negligible proportion of seasonal jobs lasted just long enough to allow the workers who occupied them to qualify for Unemployment Insurance (now Employment Insurance). In fact, 7.2% of seasonal jobs and 3.7% of all jobs

¹⁰ An article by Miles Corak published in the Canadian Economic Observer, September 1993 (Statistics Canada, No. 11-010), provides a solution to this truncation problem for unemployment spells for which the entry date is known.

lasted for 12 weeks, which was the minimal duration in order to receive Unemployment Insurance benefits once the job is over.

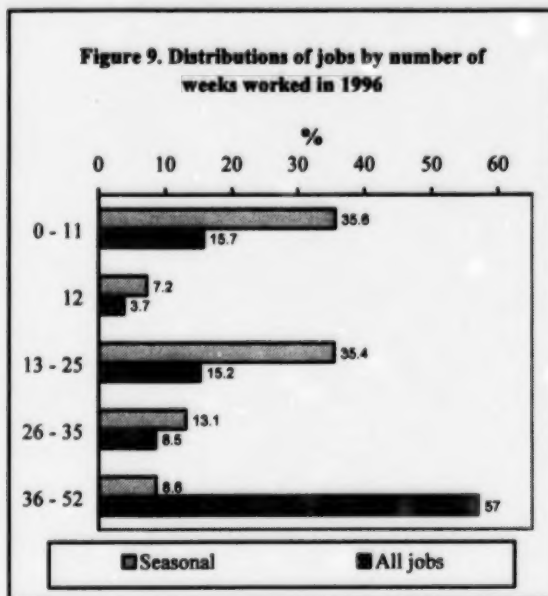
A certain number of seasonal jobs were of fairly long duration. According to the survey, 22% of seasonal jobs lasted over 25 weeks. This finding, which may be surprising at first glance, may be due to the fact that some seasonal jobs may have lasted longer than originally planned, for example in the construction industry, which is very sensitive to the economic cycle and to interest rates.

Seasonal jobs in the forestry industry can also be of relatively long duration, for example when the period of the year during which there is snow, or during which the ground is not dry enough, is shorter than usual.

3.6 Seasonal jobs and earnings

Seasonal jobs were on average less well paid¹¹ than others in 1996, possibly because of the relative abundance of workers prepared to accept seasonal jobs and their low education levels. The average hourly wage for seasonal jobs, excluding bonuses and overtime, was \$10.05, compared with \$12.28 for all jobs. Only 4% of seasonal jobs paid over \$20 an hour, compared with 12% of all jobs (Figure 10)¹² and 17% of standard jobs (Table D.11.1). Furthermore, almost 69% of seasonal jobs paid \$10 or less per hour, a much higher percentage than the 52% figure for all jobs and 37% for standard jobs.

Could the differences in earnings between seasonal and other jobs be explained by the fact that seasonal workers are younger? If we look only at jobs held by workers 25 years of age and over,

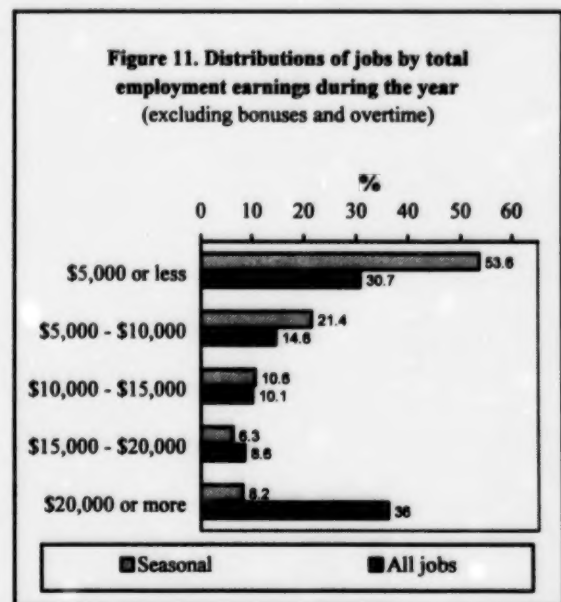
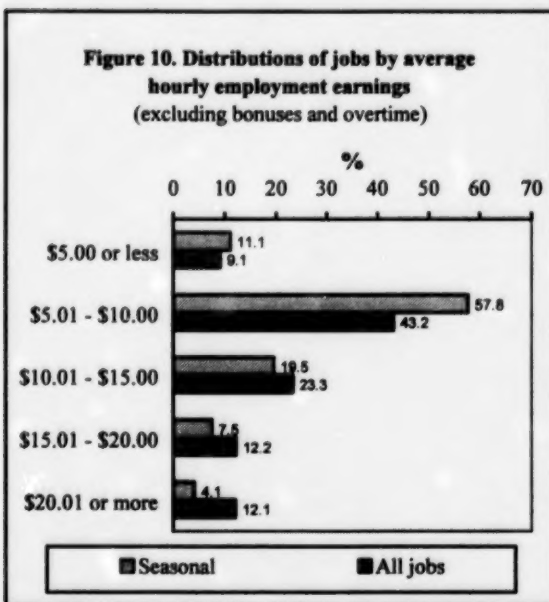


¹¹ In the SWS, data on employment income are presented in one of these formats: hourly, daily, weekly, biweekly, monthly and annual rates. Appendix A describes how that data was converted so that it is all expressed in the same unit of measurement.

¹² Numbers in Figure 10 are rounded to the next highest cent, even if the rounded number is less than one-half cent. For example, \$5.003 is rounded up to \$5.01. Figures in Figure 11 are rounded in the same way, but to the next highest dollar. Standard rounding is used elsewhere in this paper.

wages for seasonal work rise, but so do wages for all jobs, to more or less the same extent; the size of the gap in earnings is therefore maintained (Table D.12.1). In other words, it seems that earnings levels increase with age, not only for all jobs, but for seasonal jobs as well. This would be an interesting topic for future research.

Seasonal workers' lower education levels may explain why seasonal jobs have lower hourly earnings, excluding bonuses and overtime, than all jobs combined. If we look only at jobs held by workers who completed at least a college diploma, however, we find that seasonal jobs still pay significantly less than all jobs (Table D.13.1). In this case, the displacement of the two distributions towards the upper end of the earnings scale actually increases the gap between seasonal jobs and all jobs; the distribution of all jobs displays a slightly greater upward movement than the distribution of seasonal jobs. A composition effect may explain this finding.



Seasonal jobs, then, generally paid less than all jobs. Because they also lasted less time on average, seasonal jobs tended to generate lower employment earnings over the year than all jobs taken together. Average total annual earnings in 1996, excluding bonuses and overtime, were \$8,548 for seasonal jobs and \$18,654 for all jobs combined. Only 8% of seasonal jobs paid workers a total annual income of over \$20,000, compared with 36% of all jobs (Figure 11) and nearly 61% of standard jobs (Table D.14.1). Also, nearly 75% of seasonal jobs paid \$10,000 or less in 1996, compared with 45% of all jobs combined and only 17% of standard jobs.

3.7 Seasonal workers and multiple jobs

Up until now, we have been comparing seasonal workers with other workers and seasonal jobs with other jobs. We will now compare seasonal workers who held only one job in 1996 and those who held two or more. We will focus on the differences between the two groups of seasonal workers in terms of age, level of education, total number of weeks worked in 1996, their principal industry, and their job search behaviour.

Seventy-one percent of seasonal workers had only one job in 1996 while 29% held two or more (Table D.15); 87% of seasonal workers who engaged solely in seasonal work during the year had only one job, while 13% had two or more. It should also be noted that 24% of seasonal workers who had more than one job during the year had at least one standard job (Table D.16.1).

Seasonal workers who had only one job in 1996 worked an average of 21 weeks during the year, compared with 26 weeks for those who worked in two or more jobs.

Youth is a factor that generally increases workers' ability to adjust. We observe that the average age of seasonal workers who had more than one job in 1996 was 31, compared with 35 for workers who held only one job. Also, 28% of the latter group were under 25, compared with 37% of seasonal workers who had two or more jobs. It should be noted, however, that 49% of seasonal workers aged 15 to 24 had finished high school, compared with 36% of those aged 25 and older.

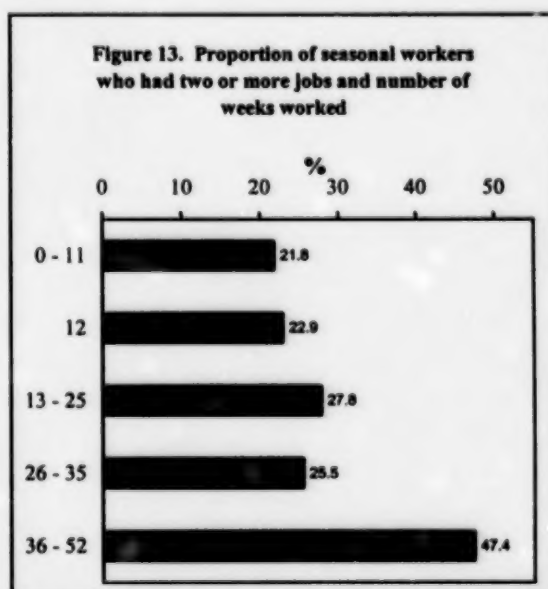
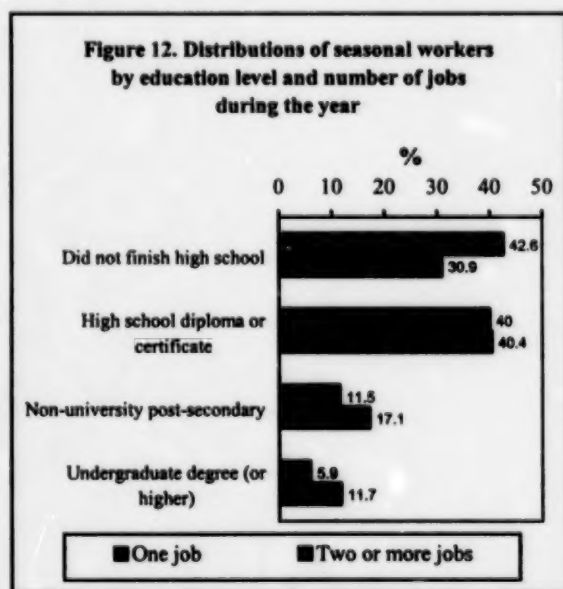
The 20-24 age bracket is the one in which the probability that a seasonal worker held two or more jobs most exceeds the probability that he or she held just one job. However, workers in this age bracket worked an average of 21 weeks in 1996, compared with 25 weeks for older seasonal workers. Only seasonal workers aged 15 to 19 worked for shorter periods on average, at 13 weeks. It should be noted that there is a greater proportion of full-time students among 15-24 year-olds than in the other age brackets.

Education also helps workers find employment. It is therefore not surprising to find a positive correlation between seasonal workers' education levels and the number of jobs they had in 1996. Nearly 43% of seasonal workers who had only one job during the year did not finish high school, compared with only 31% of those with two or more jobs (Figure 12 and Table D.17.1). Only 6%

of seasonal workers who had only one job had completed at least a bachelor's degree, compared with 12% of those who had more than one job.

Not surprisingly, seasonal workers who held more than one job in 1996 were able to work for more weeks during the year than those who had only one job; 27% of the former group worked more than 35 weeks, compared with 12% of seasonal workers who held only one job (Table D.19.1).

However, when we consider only seasonal workers who worked for a total of 35 weeks or less during the year, it seems that whether they held one or more jobs had relatively little effect on the total number of weeks they actually worked. In other words, when we look at the breakdown by total number of weeks with at least one job, we find that the percentage of seasonal workers who had more than one job in 1996 does not exceed 28% in any of the categories under 36 weeks (Figure 13 and Table D.19.3). Only in the 36 weeks or more category does the proportion increase significantly, to 47%.



We also note a difference between the breakdown by industrial sector of seasonal workers who held more than one job in 1996 and those who had only one job. In sub-section 3.4, we concluded that the agriculture, fishing and trapping, fish processing, forestry and construction could be considered seasonal industries in New Brunswick in 1996. One of those sectors was the principal industry for 51% of seasonal workers with only one job during the year, compared with only 38% of seasonal workers with two or more jobs (Table D.20.1).¹³ In other words, seasonal workers who worked primarily in what have traditionally been considered seasonal industries were less likely to have more than one job in the same year.

¹³ The industry in which a worker had the longest lasting job in 1996 was that worker's principal industry. If two jobs had the same duration, the seasonal job determines the worker's principal industry. If all the jobs were seasonal, the weight assigned to the observation in question was equally divided among the industries. It should be noted that the principal industry cannot be "other," "don't know" or "no answer."

4. Conclusion

4.1 Main findings

The profile of seasonal jobs and seasonal workers provided by this study is revealing in a number of respects. It shows that seasonal work is very widespread, extending beyond what have traditionally been considered seasonal industries. Seasonal workers tend to be men with a below-average level of education. This low education level, coupled with the relatively large seasonal workforce, results in average hourly earnings for seasonal jobs that are about 20% lower than for all the jobs taken together. Despite the low wages, only a minority of seasonal workers have more than one job during the year.

The study shows that seasonal employment is very common: in 1996, one New Brunswick worker in five had a seasonal job. Seasonal jobs are not found solely in what have traditionally been considered seasonal industries but in all sectors. Nearly 50% of the seasonal jobs reported in the survey were not in the industries traditionally considered seasonal. The largest number of seasonal jobs were in social, cultural, commercial and personal services – including food and accommodation – which accounted for 26% of seasonal jobs and 37% of all jobs. Industries traditionally considered seasonal (agriculture, fishing and trapping, fish processing, forestry and construction) still have the highest rates of seasonality in terms of employment; seasonal jobs accounted for more than 47% of the total in all those industries in 1996.

As a rule, seasonal workers have a lower level of education than all workers combined. If we look at the education levels of workers aged 25 and older, we find that 43% of seasonal workers did not finish high school, compared with only 22% of all workers and 17% of standard workers.

Seasonal workers are the category that spent the shortest amount of time at work in 1996, with an average of 22 weeks, compared with 48 weeks for standard workers, 34 for non-standard non-seasonal workers and 40 for all workers in the province.

On average, seasonal jobs are less well paid than other jobs. Average hourly earnings for seasonal jobs, excluding bonuses and overtime but including self-employment income, were \$10.05, compared with \$12.28 for all jobs. Among workers over 25, fewer than 5% of seasonal workers reported hourly earnings over \$20, compared with nearly 19% of standard workers. Also, some 60% of seasonal workers in this age bracket reported earning an average hourly rate

of less than \$10, compared with one-third of standard workers. Seasonal workers' lower level of education may be a contributing factor to their low hourly earnings.

The study also reveals that the majority (71%) of seasonal workers held only one job in 1996; only 29% had two or more. Young, better-educated seasonal workers are more likely to have more than one job during the year than are other seasonal workers. Seasonal workers whose principal job is not in what has traditionally been considered a seasonal industry are also more likely to have more than one job during the year than those whose principal job is in an industry traditionally viewed as seasonal (agriculture, fishing and trapping, fish processing, forestry and construction).

4.2 Directions for research

The New Brunswick Seasonal Workers Survey (SWS) is an important and innovative source of information on seasonal workers and on the jobs they have. It allows us to draw the beginning of a global picture concerning seasonal workers and seasonal jobs. Unfortunately, the SWS has its limits. One of them is geographic because the survey covers only New Brunswick; it is consequently impossible to know if these results are representative of Canada or even just the Atlantic region.

The survey is limited also in terms of the questions it asked to the respondents. A new survey or questions added to another existing survey could solve these problems. For example, it would be important to better understand the participation of seasonal workers in the labour force throughout the year. How many seasonal workers are students when they do not work? Would it be possible to combine several seasonal jobs in order to have longer periods of employment implying less unemployment and/or inactivity spells? To what extent would seasonal workers be willing to combine more than one seasonal job if they had the opportunity to do so? What are the characteristics of the seasonal workers' job search, including its intensity? Are seasonal workers willing to travel long distances to work during a longer part of the year? Would they agree to accept lower earnings or a job that is different from their main job? What proportion of seasonal workers receives financial assistance from governments (social assistance, employment insurance, training programs, etc...)?

Having answers to these questions would really help us understanding the phenomenon of seasonal work, as well as the way to create policies and to undertake actions that would allow us

to better deal with constraints related to seasonal aspects of the production and the demand of goods and services.

To date, we have not found any source of information that allows us to get some answers to these questions. The Survey on Repeat use of Employment Insurance – from Statistics Canada and the Social Research and Demonstration Corporation, sponsored by HRDC, from which the results will be soon published, contains several questions on seasonal work, as well as on the attitudes and hopes of the seasonal workers. On the other hand, a potentially high number of seasonal workers are not covered by this survey; it gives information only on seasonal unemployed people who received Employment Insurance benefits according to claims made in 1996.

The Survey of Labour Income Dynamics, by Statistics Canada, includes a question concerning the reason of job separations. Seasonal aspects of a job could be a cause of this. Unfortunately, there is no question conceived specially to draw a precise picture of seasonal jobs and workers. For example, this survey could not tell us to what extent seasonal workers would be willing to combine more than one job during the year in order to have shorter unemployment spells.

Another data source, the Change in Employment Survey, also by Statistics Canada, contains several questions that could allow us to better understand seasonal jobs and workers. This data source seems at first sight better and more complete in terms of information on seasonal workers than the Survey of Labour Income Dynamics. It is nevertheless limited by the fact that it does not include workers without job end documents, in particular, the self-employed workers.

In conclusion, it is important to better understand the phenomenon of seasonal work, as well as the situation in which seasonal workers find themselves and their attitude toward this. It would help us to create and implement better programs that would be adapted to the reality of employment of the regions where seasonal workers live.

We hope this document makes a good contribution to the effort to better understand the issue of seasonal workers and seasonal jobs. It uses new data that allows us to draw the beginning of a picture of the whole problem. It also shows that we do not have all the relevant information in this field, which is due to the lack of data and information on this very important issue.

Appendix A

The Data

- The tables in Appendix D and section 3 were compiled by Applied Research Branch using the results of the New Brunswick Seasonal Workers Survey (SWS), conducted by Ekos for HRDC - New Brunswick Region.
- The survey was conducted on a sample of nearly 5014 New Brunswick households, out of a total of 7067 households contacted, for a response rate of 71%. Only one person per household was asked to reply to the survey questions over the telephone, on behalf of all members of the household over the age of 14. This gave us information on 10,881 individuals. Though this was less expensive than interviewing 10,881 people, the answers are less precise and the response rate for at least some questions is lower.
- Responses such as "don't know," "no answer" and "other," as well as missing responses, were excluded from the calculations of totals and distributions. In the tables in Appendix D, the response rates aside from those four possibilities are indicated when they are less than 100%. In some cases, the response rate for a question may be 100% because we are considering only a sub-sample that matches specific definitions or characteristics.
- The methodology used to design the SWS was similar to that used by Statistics Canada for its Labour Force Survey (LFS). For example, both surveys looked at people of working age, that is, those aged 15 and older. Ekos did not include in the SWS sample people living in institutions or on native reserves. Also, to keep the SWS compatible with the LFS, full-time members of the Canadian Forces were excluded from the analysis presented here.
- There are differences between the SWS and the LFS, however. For example, the former was conducted once, whereas the latter is been carried out at regular intervals in order to obtain time series. The SWS was conducted in January and February 1997. Respondents were asked to answer questions on the basis of the entire 1996 calendar year. The SWS is therefore retrospective, unlike the LFS, which mainly collects information on the principal job held during the reference week in each month — i.e. the week that includes the 15th day of the month.
- The estimate based on the SWS measures the incidence of seasonal work (see Appendix B for the definition of a seasonal worker), whereas the LFS measures the number of seasonal workers in each reference week, based on the category to which the principal job belongs.
- Respondents were asked to answer a series of specific questions about the main characteristics of each job held in 1996 (average number of hours per week per job, number of weeks spent at the job, salary or earnings, industry, occupation, whether or not the job was seasonal, permanent, constituted self-employment, etc). Respondents were asked to answer the questions for each member of the household over the age of 14.
- The SWS questionnaire also included a series of questions about each individual's sociodemographic characteristics (age, sex, region, language, level of education, etc). The

LFS questionnaire asks similar questions. The SWS also includes a question concerning the total number of weeks at work in 1996 for each person.

- For the purposes of the SWS, Ekos divided New Brunswick into five regions: Chaleur Bay-Miramichi, Edmundston-Woodstock, Fredericton, Moncton and Saint John. The first two regions, less populous, were over-represented in the sample, in order to reduce the statistical noise associated with small samples or sub-samples. Ekos then assigned a defined weight to each individual in the databank to reflect the province's real population density, according to the 1991 census. Those weightings were used to produce the tables below and the graphs in the body of the text.
- In the SWS, data on employment earnings are presented in one of the following forms: hourly, daily, weekly, bi-weekly, monthly or annual rate. In the graphs and tables illustrating hourly earnings, the data were converted as follows:

$$h = \frac{d}{0.2T} = \frac{w}{T} = \frac{b}{2T} = \frac{m}{4.3333T} = \frac{a}{52.1429T},$$

where h = hourly rate, d = daily rate, w = weekly rate, b = bi-weekly rate, m = monthly rate, a = annual rate, and T = the average number of hours worked in a week at the job.

To produce the graphs and tables in which income from each job is expressed as total earnings in 1996, we take all the data on hourly earnings from the above equation or directly from the SWS and multiply by T . We then multiply again, this time by the duration of each job in terms of number of weeks during the year.

Appendix B

Definitions

Job: Any activity engaged in for the purpose of earning money; therefore does not include volunteer work.

Jobs were classified into three categories:

Standard job: a continuous, stable, full-time (i.e. 30 hours per week or more) job.

Seasonal job: a job with a predetermined end date attributable to seasonal factors.

Non-standard, non-seasonal job: any job that does not fall into one of the above two categories. Includes continuous, stable, part-time jobs, jobs with a predetermined end date not due to seasonal factors, temporary jobs with no predetermined end date and casual jobs.

Jobs were classified on the basis of the answers provided by the respondents. The **non-standard, non-seasonal job** category also includes all respondents who could not or would not identify as being in standard; seasonal; or non-standard, non-seasonal jobs according to the above definitions.

Worker: a person who reports having worked, for a salary or other type of income, for at least one week in 1996.

Workers were also classified into three categories:

Standard worker: a worker who reports having held one or more standard jobs in 1996 and no seasonal or non-standard, non-seasonal jobs in 1996.

Seasonal worker: a worker who reports having held at least one full-time or part-time seasonal job in 1996.

Non-standard, non-seasonal worker: a worker who does not fall into one of the above two categories.

Some of the tables in Appendix D present **distribution ratios**. A distribution ratio compares two distributions involving the same events, possibly occurring with different probabilities. It expresses the ratio between the probability of a given event in one distribution and the same event in another; the latter could be seen as being the distribution of all workers in the tables on workers and the distribution of all jobs in the tables on jobs.

Some findings are presented in terms of seasonal workers' **principal industry**. This refers to the industry in which a worker had the longest lasting job (in terms of number of weeks) in 1996. If two or more jobs had the same duration, the seasonal job determines the worker's principal industry. If all the jobs were seasonal, the weight assigned to the observation in question was divided equally among the industries in question. It should be noted that the principal industry

cannot be "other," "don't know" or "no answer." The job in the principal industry is the **principal job**.

It should be noted that there is no single, generally accepted definition of a seasonal worker or a seasonal job at this time.

Appendix C

Comparison with Unpublished Statistics Canada Data on Seasonal Employment

According to unpublished Statistics Canada data,¹⁴ the proportion of seasonal workers stood at 6.4% in 1997 in New Brunswick, compared with the SWS estimate of 20.1% (1996). This Appendix attempts to explain the difference between the two estimates.

To reconcile the SWS and LFS estimates, we have made three adjustments to the SWS data. First, seasonal self-employment has been removed, since it is not counted as seasonal employment in the LFS. Secondly, the numerator, and thirdly, the denominator, used for the estimate had to be adjusted for the duration of jobs (in terms of number of weeks worked in 1996). Those three adjustments produced a new estimate of the proportion of seasonal workers in the workforce, based on the SWS data, which is more comparable with the LFS figures. In fact, the three adjustments together explain 11.2 of the 13.7 percentage point gap between the two estimates, or over 80% of the difference. The following discussion and the accompanying table describe the reasons for and the effects of the three adjustments.

Reconciliation of SWS and LFS estimates of proportion of seasonal workers

	Estimates of the proportion of seasonal workers in New Brunswick	Percent
(1)	Incidence of seasonal work among workers according to the SWS	20.1
(2)	Minus: gap due to seasonal self-employment	2.0
(3)	Minus: gap due to the duration of seasonal jobs	11.3
(4)	Plus: gap due to the proportion of the year during which each worker was employed	2.1
(5)	Equals: estimate based on SWS data, using LFS criteria	8.9
(6)	LFS estimate	6.4
(7)	Unexplained difference between (5) and (6)	2.5

¹⁴ We thank Deborah Sunter and Dominique P russe of Statistics Canada for providing information which was of great help in producing this Appendix.

C.1. Adjustment for seasonal self-employment

In the LFS, a job cannot be self-employment and seasonal work at the same time; the LFS classifies a job of that type simply as self-employment. If we remove from the SWS seasonal jobs that respondents reported were self-employment, the proportion of seasonal workers in New Brunswick in 1996 drops 2 percentage points. Only wage-paying jobs (i.e. not self-employment) were kept in the numerator for the SWS estimate.

C.2. Adjustment for the duration of seasonal jobs

In the SWS, a worker who has at least one seasonal job in the course of the year is automatically considered a seasonal worker. The SWS therefore provides an estimate of the incidence of seasonal work among all workers in 1996; the EPA measures the number of seasonal workers in each month and produces an annual figure based on the 12-month average. Since seasonal workers generally work during only part of the year, and their number therefore varies from month to month, an annual average will necessarily be lower than an estimate of the incidence of seasonal work among all workers, such as the one produced by the SWS.

To illustrate, let us take a practical example. Suppose that the total workforce is 100 and 10 of the workers had a seasonal job for six months and were unemployed for the rest of the year; the other 90 had no seasonal employment during the year. In this case, the LFS's annual average would give the average proportion of seasonal workers during the year as 5%, while an estimate using SWS criteria would give 10%. For the SWS to yield the same figure, each of the 10 seasonal jobs would have to be weighted according to its duration in terms of the proportion of the year during which the job lasted. The SWS would then give the same proportion for seasonal employment as the LFS, namely 5%.

To make the 18.1% estimate in the SWS comparable with the 6.4% figure in the LFS, we *reweighted* each wage-paying seasonal job for each seasonal worker in the SWS databank, based on the portion of the year over which of the wage-paying seasonal jobs extended.¹⁵ That brought the proportion of seasonal workers down by 11.3 percentage points, to 6.8%.

C.3. Adjustment for the portion of the year during which each worker was working

Similarly, the denominator of the 6.8% ratio had to be modified to make it comparable with the denominator for Statistics Canada's 6.4% figure. Statistics Canada takes an annual average of employment, while the SWS uses the total number of workers who had at least one job for at least one week in 1996. The SWS data were therefore *reweighted* for each worker, based on the proportion of the year during which the worker had at least one job (in terms of number of weeks). That increased the proportion of seasonal workers in the workforce according to the SWS by 2.1 percentage points.

¹⁵ Where the duration of a wage-paying seasonal job in terms of number of weeks worked in 1996 was not known, we used the average for all such jobs.

After the adjustments described above, we obtain a new estimate of the proportion of seasonal workers using LFS criteria and SWS data: the figure is 8.9% for 1996, quite close to the LFS estimate of 6.4%. The remaining 2.5 point gap between the two estimates may be ascribed to a set of factors. For example, the LFS uses information for 1997 while the SWS gives 1996 data. The gap may also be due to the fact that the LFS classifies workers solely on the basis of their principal job, neglecting workers who do seasonal work as a second job or a part-time job, unlike the SWS.

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Appendix D

Detailed Statistical Information Tables¹⁶

Table D.1 Distribution of workers by category and sex, New Brunswick 1996

Percent				
	Seasonal workers	Non-standard non-seasonal workers	Standard workers	All workers
Both sexes	20.1	20.3	59.6	100.0
Women	7.5	13.1	25.5	46.1
Men	12.6	7.2	34.1	53.9

- According to the SWS, seasonal workers accounted for approximately 20% of all workers in New Brunswick in 1996. The majority of seasonal workers were men.
- Women were under-represented, accounting for only 37% of seasonal workers (7.5/20.1); they were 46.1% of the workforce.

Table D.2.1 Worker category and age: distributions by age, New Brunswick 1996

Percent				
Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	16.5	19.3	1.1	7.9
20-24	14.5	13.5	6.4	9.5
25-44	46.2	43.8	58.8	53.2
45-54	16.0	15.3	25.9	21.7
55 and over	6.8	8.2	7.8	7.7
Total	100.0	100.0	100.0	100.0

Response rate: 100.0 99.8 99.8 99.8

- Like other non-standard workers, seasonal workers were younger than standard workers, on average: 31% of seasonal workers were aged between 15 and 24 (16.5+14.5), compared with 17.4% of all workers (7.9+9.5).

¹⁶ The results presented in this paper do not include "other," "don't know" and "no answer" responses, or missing responses. The response rate aside from those four possibilities is indicated in the tables when it is less than 100%.

Appendix D

Detailed Statistical Information Tables¹⁶

Table D.1 Distribution of workers by category and sex, New Brunswick 1996

Percent				
	Seasonal workers	Non-standard non-seasonal workers	Standard workers	All workers
Both sexes	20.1	20.3	59.6	100.0
Women	7.5	13.1	25.5	46.1
Men	12.6	7.2	34.1	53.9

- According to the SWS, seasonal workers accounted for approximately 20% of all workers in New Brunswick in 1996. The majority of seasonal workers were men.
- Women were under-represented, accounting for only 37% of seasonal workers (7.5/20.1); they were 46.1% of the workforce.

Table D.2.1 Worker category and age: distributions by age, New Brunswick 1996

Percent				
Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	16.5	19.3	1.1	7.9
20-24	14.5	13.5	6.4	9.5
25-44	46.2	43.8	58.8	53.2
45-54	16.0	15.3	25.9	21.7
55 and over	6.8	8.2	7.8	7.7
Total	100.0	100.0	100.0	100.0
Response rate:	100.0	99.8	99.8	99.8

- Like other non-standard workers, seasonal workers were younger than standard workers, on average: 31% of seasonal workers were aged between 15 and 24 (16.5+14.5), compared with 17.4% of all workers (7.9+9.5).

¹⁶ The results presented in this paper do not include "other," "don't know" and "no answer" responses, or missing responses. The response rate aside from those four possibilities is indicated in the tables when it is less than 100%.

Table D.2.2 Worker category and age: distribution ratios, New Brunswick 1996

Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	2.1	2.4	0.1	1.0
20-24	1.5	1.4	0.7	1.0
25-44	0.9	0.8	1.1	1.0
45-54	0.7	0.7	1.2	1.0
55 and over	0.9	1.1	1.0	1.0
Total	1.0	1.0	1.0	1.0

Note: The four distribution ratios in the table measure, among other things, the probability that a worker in a given category will belong to the age bracket in question, in relation to the average probability for all workers (see Appendix B).

- Seasonal workers were twice as likely as all workers to be aged between 15 and 19 (2.1/1.0).
- Seasonal workers were approximately 50% more likely than all workers to be aged between 20 and 24 (1.5/1.0).

Table D.2.3 Worker category and age: distributions by worker category, New Brunswick 1996

Percent

Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	41.8	49.6	8.6	100.0
20-24	30.7	28.9	40.4	100.0
25-44	17.5	16.7	65.8	100.0
45-54	14.8	14.3	70.9	100.0
55 and over	17.9	21.7	60.4	100.0
Total	20.1	20.3	59.6	100.0

- Less than 20% of workers aged 25 and over were in the seasonal category while over 60% were in the standard category.
- 41.8% of workers aged 15-19 were seasonal and only 8.6% were standard.

Table D.3.1 Seasonal workers by sex and age: distributions by age, New Brunswick 1996

Percent

Age bracket	Women	Men	Both sexes
15-19	20.1	14.3	16.5
20-24	12.6	15.6	14.5
25-44	48.0	45.2	46.2
45-54	14.1	17.2	16.0
55 and over	5.2	7.8	6.8
Total	100.0	100.0	100.0

- There were slight gender differences in the distribution of seasonal workers by age.
- The main difference is that a larger proportion of female seasonal workers than male seasonal workers was aged between 15 and 19.

Table D.3.2 Seasonal workers by sex and age: distribution ratios, New Brunswick 1996

Age bracket	Women	Men	Both sexes
15-19	1.2	0.9	1.0
20-24	0.9	1.1	1.0
25-44	1.0	1.0	1.0
45-54	0.9	1.1	1.0
55 and over	0.8	1.1	1.0
Total	1.0	1.0	1.0

- The proportion of seasonal workers aged 15-19 is approximately 20% greater for women than for both sexes taken together (1.2/1.0).
- The proportion of seasonal workers aged 45 and over is approximately 10% greater for men than for both sexes taken together (1.1/1.0 for the 45-54 age bracket and 1.1/1.0 for the 55 and over age bracket).

Table D.2.2 Worker category and age: distribution ratios, New Brunswick 1996

Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	2.1	2.4	0.1	1.0
20-24	1.5	1.4	0.7	1.0
25-44	0.9	0.8	1.1	1.0
45-54	0.7	0.7	1.2	1.0
55 and over	0.9	1.1	1.0	1.0
Total	1.0	1.0	1.0	1.0

Note: The four distribution ratios in the table measure, among other things, the probability that a worker in a given category will belong to the age bracket in question, in relation to the average probability for all workers (see Appendix B).

- Seasonal workers were twice as likely as all workers to be aged between 15 and 19 (2.1/1.0).
- Seasonal workers were approximately 50% more likely than all workers to be aged between 20 and 24 (1.5/1.0).

Table D.2.3 Worker category and age: distributions by worker category, New Brunswick 1996

Percent

Age bracket	Seasonal	Non standard non seasonal	Standard	All workers
15-19	41.8	49.6	8.6	100.0
20-24	30.7	28.9	40.4	100.0
25-44	17.5	16.7	65.8	100.0
45-54	14.8	14.3	70.9	100.0
55 and over	17.9	21.7	60.4	100.0
Total	20.1	20.3	59.6	100.0

- Less than 20% of workers aged 25 and over were in the seasonal category while over 60% were in the standard category.
- 41.8% of workers aged 15-19 were seasonal and only 8.6% were standard.

Table D.3.1 Seasonal workers by sex and age: distributions by age, New Brunswick 1996

Percent

Age bracket	Women	Men	Both sexes
15-19	20.1	14.3	16.5
20-24	12.6	15.6	14.5
25-44	48.0	45.2	46.2
45-54	14.1	17.2	16.0
55 and over	5.2	7.8	6.8
Total	100.0	100.0	100.0

- There were slight gender differences in the distribution of seasonal workers by age.
- The main difference is that a larger proportion of female seasonal workers than male seasonal workers was aged between 15 and 19.

Table D.3.2 Seasonal workers by sex and age: distribution ratios, New Brunswick 1996

Age bracket	Women	Men	Both sexes
15-19	1.2	0.9	1.0
20-24	0.9	1.1	1.0
25-44	1.0	1.0	1.0
45-54	0.9	1.1	1.0
55 and over	0.8	1.1	1.0
Total	1.0	1.0	1.0

- The proportion of seasonal workers aged 15-19 is approximately 20% greater for women than for both sexes taken together (1.2/1.0).
- The proportion of seasonal workers aged 45 and over is approximately 10% greater for men than for both sexes taken together (1.1/1.0 for the 45-54 age bracket and 1.1/1.0 for the 55 and over age bracket).

Table D.3.3 Seasonal workers by sex and age: distributions by sex, New Brunswick 1996

Percent

Age bracket	Women	Men	Both sexes
15-19	45.7	54.3	100.0
20-24	32.6	67.4	100.0
25-44	38.8	61.2	100.0
45-54	32.9	67.1	100.0
55 and over	28.7	71.3	100.0
Total	37.4	62.6	100.0

- There were more men than women in all age brackets. The difference was greatest in the 55 and over bracket.
- The proportion of women was highest in the 15-19 age bracket, at 45.7%.

Table D.4.1 Worker category and education level, aged 25 and over: distributions by education level, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	17.9	4.6	5.1	7.2
Grade 9 and over (did not complete high school)	24.9	13.8	12.0	14.5
High school diploma or certificate	36.2	40.1	37.3	37.5
Technical/vocational certificate or diploma, apprenticeship	5.7	6.9	7.6	7.2
Completed college	9.6	15.3	15.1	14.2
Undergraduate degree	4.8	15.4	17.4	14.9
Graduate degree	1.0	3.9	5.5	4.4
Total	100.0	100.0	100.0	100.0

Response rate: see table D.5.1

- New Brunswick seasonal workers aged 25 and over had lower average education levels than other workers in 1996.
- Nearly 17.9% of seasonal workers had less than a Grade 9 education, compared with 7.2% of all workers; 42.8% of seasonal workers had not completed high school (17.9+24.9), compared with only 21.7% of all workers (7.2+14.5).

**Table D.4.2 Worker category and education level, aged 25 and over:
distribution ratios, New Brunswick**

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	2.5	0.6	0.7	1.0
Grade 9 and over (did not complete high school)	1.7	1.0	0.8	1.0
High school diploma or certificate	1.0	1.1	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.8	1.0	1.1	1.0
Completed college	0.7	1.1	1.1	1.0
Undergraduate degree	0.3	1.0	1.2	1.0
Graduate degree	0.2	0.9	1.2	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal workers aged 25 and over were approximately two and a half times more likely than all workers in that age bracket to have less than a Grade 9 education (2.5/1.0).
- Seasonal workers were only one third as likely as all workers to have completed an undergraduate degree (1.0/0.3).

**Table D.4.3 Worker category and education level, aged 25 and over: distributions by
worker category, New Brunswick 1996**

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	42.1	10.6	0.5	100.0
Grade 9 and over (did not complete high school)	29.0	15.7	0.6	100.0
High school diploma or certificate	16.3	17.5	0.7	100.0
Technical/vocational certificate or diploma, apprenticeship	13.3	15.7	0.7	100.0
Completed college	11.4	17.6	0.7	100.0
Undergraduate degree	5.5	16.9	0.8	100.0
Graduate degree	3.7	14.4	0.8	100.0
Total	16.9	16.4	0.7	100.0

Table D.3.3 Seasonal workers by sex and age: distributions by sex, New Brunswick 1996

Percent

Age bracket	Women	Men	Both sexes
15-19	45.7	54.3	100.0
20-24	32.6	67.4	100.0
25-44	38.8	61.2	100.0
45-54	32.9	67.1	100.0
55 and over	28.7	71.3	100.0
Total	37.4	62.6	100.0

- There were more men than women in all age brackets. The difference was greatest in the 55 and over bracket.
- The proportion of women was highest in the 15-19 age bracket, at 45.7%.

Table D.4.1 Worker category and education level, aged 25 and over: distributions by education level, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	17.9	4.6	5.1	7.2
Grade 9 and over (did not complete high school)	24.9	13.8	12.0	14.5
High school diploma or certificate	36.2	40.1	37.3	37.5
Technical/vocational certificate or diploma, apprenticeship	5.7	6.9	7.6	7.2
Completed college	9.6	15.3	15.1	14.2
Undergraduate degree	4.8	15.4	17.4	14.9
Graduate degree	1.0	3.9	5.5	4.4
Total	100.0	100.0	100.0	100.0

Response rate: see table D.5.1

- New Brunswick seasonal workers aged 25 and over had lower average education levels than other workers in 1996.
- Nearly 17.9% of seasonal workers had less than a Grade 9 education, compared with 7.2% of all workers; 42.8% of seasonal workers had not completed high school (17.9+24.9), compared with only 21.7% of all workers (7.2+14.5).

**Table D.4.2 Worker category and education level, aged 25 and over:
distribution ratios, New Brunswick**

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	2.5	0.6	0.7	1.0
Grade 9 and over (did not complete high school)	1.7	1.0	0.8	1.0
High school diploma or certificate	1.0	1.1	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.8	1.0	1.1	1.0
Completed college	0.7	1.1	1.1	1.0
Undergraduate degree	0.3	1.0	1.2	1.0
Graduate degree	0.2	0.9	1.2	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal workers aged 25 and over were approximately two and a half times more likely than all workers in that age bracket to have less than a Grade 9 education (2.5/1.0).
- Seasonal workers were only one third as likely as all workers to have completed an undergraduate degree (1.0/0.3).

**Table D.4.3 Worker category and education level, aged 25 and over: distributions by
worker category, New Brunswick 1996**

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	42.1	10.6	0.5	100.0
Grade 9 and over (did not complete high school)	29.0	15.7	0.6	100.0
High school diploma or certificate	16.3	17.5	0.7	100.0
Technical/vocational certificate or diploma, apprenticeship	13.3	15.7	0.7	100.0
Completed college	11.4	17.6	0.7	100.0
Undergraduate degree	5.5	16.9	0.8	100.0
Graduate degree	3.7	14.4	0.8	100.0
Total	16.9	16.4	0.7	100.0

- Only 5.5% of workers aged 25 and over who had completed an undergraduate degree were seasonal workers; only 3.7% of those with Master's degrees were seasonal workers.
- On the other hand, 42.1% of workers with less than a Grade 9 education were seasonal workers.

Table D.5.1 Worker category and education level: distributions by education level, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	13.0	3.6	4.8	6.2
Grade 9 and over (did not complete high school)	26.2	21.4	11.7	16.5
High school diploma or certificate	40.1	39.6	38.2	38.9
Technical/vocational certificate or diploma, apprenticeship	4.1	5.2	7.5	6.4
Completed college	9.0	12.9	15.8	13.8
Undergraduate degree	6.7	14.5	17.1	14.5
Graduate degree	0.8	2.6	5.1	3.7
Total	100.0	100.0	100.0	100.0

Response rate: 98.1 96.9 98.1 97.9

- New Brunswick seasonal workers had lower average education levels than other workers in 1996.
- 13% of New Brunswick seasonal workers had less than a Grade 9 education, compared with 6.2% of all workers. Similarly, 39.2% had not completed high school (13+26.2), compared with 22.7% of all workers in the province (6.2+16.5).

Table D.5.2 Worker category and education level: distribution ratios, New Brunswick

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	2.1	0.6	0.8	1.0
Grade 9 and over (did not complete high school)	1.6	1.3	0.7	1.0
High school diploma or certificate	1.0	1.0	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.7	0.8	1.2	1.0
Completed college	0.7	0.9	1.1	1.0
Undergraduate degree	0.5	1.0	1.2	1.0
Graduate degree	0.2	0.7	1.4	1.0
Total	1.0	1.0	1.0	1.0

- In 1996, seasonal workers were slightly more than twice as likely as all workers to have less than a Grade 9 education (2.1/1.0).
- On the other hand, seasonal workers were about half as likely as all workers to have completed an undergraduate degree (1.0/0.5).

Table D.5.3 Worker category and education level: distributions by worker category, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	42.1	11.8	46.1	100.0
Grade 9 and over (did not complete high school)	31.9	26.0	42.1	100.0
High school diploma or certificate	20.8	20.5	58.7	100.0
Technical/vocational certificate or diploma, apprenticeship	13.1	16.6	70.3	100.0
Completed college	13.1	18.7	68.1	100.0
Undergraduate degree	9.4	20.2	70.4	100.0
Graduate degree	4.4	14.2	81.4	100.0
Total	20.1	20.1	59.8	100.0

- 9.4% of workers who had completed an undergraduate degree were seasonal and 70.4% were standard. Only 4.4% of workers who had completed a graduate degree were seasonal and 81.4% were standard.

- Only 5.5% of workers aged 25 and over who had completed an undergraduate degree were seasonal workers; only 3.7% of those with Master's degrees were seasonal workers.
- On the other hand, 42.1% of workers with less than a Grade 9 education were seasonal workers.

Table D.5.1 Worker category and education level: distributions by education level, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	13.0	3.6	4.8	6.2
Grade 9 and over (did not complete high school)	26.2	21.4	11.7	16.5
High school diploma or certificate	40.1	39.6	38.2	38.9
Technical/vocational certificate or diploma, apprenticeship	4.1	5.2	7.5	6.4
Completed college	9.0	12.9	15.8	13.8
Undergraduate degree	6.7	14.5	17.1	14.5
Graduate degree	0.8	2.6	5.1	3.7
Total	100.0	100.0	100.0	100.0

Response rate: 98.1 96.9 98.1 97.9

- New Brunswick seasonal workers had lower average education levels than other workers in 1996.
- 13% of New Brunswick seasonal workers had less than a Grade 9 education, compared with 6.2% of all workers. Similarly, 39.2% had not completed high school (13+26.2), compared with 22.7% of all workers in the province (6.2+16.5).

Table D.5.2 Worker category and education level: distribution ratios, New Brunswick

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	2.1	0.6	0.8	1.0
Grade 9 and over (did not complete high school)	1.6	1.3	0.7	1.0
High school diploma or certificate	1.0	1.0	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.7	0.8	1.2	1.0
Completed college	0.7	0.9	1.1	1.0
Undergraduate degree	0.5	1.0	1.2	1.0
Graduate degree	0.2	0.7	1.4	1.0
Total	1.0	1.0	1.0	1.0

- In 1996, seasonal workers were slightly more than twice as likely as all workers to have less than a Grade 9 education (2.1/1.0).
- On the other hand, seasonal workers were about half as likely as all workers to have completed an undergraduate degree (1.0/0.5).

Table D.5.3 Worker category and education level: distributions by worker category, New Brunswick 1996

Percent

Education level	Seasonal	Non standard non seasonal	Standard	All workers
Less than Grade 9	42.1	11.8	46.1	100.0
Grade 9 and over (did not complete high school)	31.9	26.0	42.1	100.0
High school diploma or certificate	20.8	20.5	58.7	100.0
Technical/vocational certificate or diploma, apprenticeship	13.1	16.6	70.3	100.0
Completed college	13.1	18.7	68.1	100.0
Undergraduate degree	9.4	20.2	70.4	100.0
Graduate degree	4.4	14.2	81.4	100.0
Total	20.1	20.1	59.8	100.0

- 9.4% of workers who had completed an undergraduate degree were seasonal and 70.4% were standard. Only 4.4% of workers who had completed a graduate degree were seasonal and 81.4% were standard.

- On the other hand, 42.1% of workers with less than a Grade 9 education were seasonal and 46.1% were standard.

Table D.6.1 Seasonal workers by sex and education level, aged 25 and over: distributions by education level, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	11.5	21.5	17.9
Grade 9 and over (did not complete high school)	22.4	26.3	24.9
High school diploma or certificate	43.7	31.8	36.2
Technical/vocational certificate or diploma, apprenticeship	4.7	6.2	5.7
Completed college	8.8	10.1	9.6
Undergraduate degree	6.8	3.7	4.8
Graduate degree	2.1	0.3	1.0
Total	100.0	100.0	100.0

Response rate see table D.7.1

- Among seasonal workers aged 25 and over, a larger proportion of men than women had not completed high school.
- Also among seasonal workers aged 25 and over, women were more likely than men to have completed at least an undergraduate degree.

Table D.6.2 Seasonal workers by sex and education level, aged 25 and over: distribution ratios, New Brunswick 1996

Education level	Women	Men	Both sexes
Less than Grade 9	0.6	1.2	1.0
Grade 9 and over (did not complete high school)	0.9	1.1	1.0
High school diploma or certificate	1.2	0.9	1.0
Technical/vocational certificate or diploma, apprenticeship	0.8	1.1	1.0
Completed college	0.9	1.0	1.0
Undergraduate degree	1.4	0.8	1.0
Graduate degree	2.2	0.3	1.0
Total	1.0	1.0	1.0

- Among seasonal workers aged 25 and over, men were approximately 20% more likely than both sexes taken together to have less than a Grade 9 education (1.2/1.0).
- Female seasonal workers were twice as likely as seasonal workers in general to have completed a graduate degree (2.2/1.0).

Table D.6.3 Seasonal workers by sex and education level, aged 25 and over: distributions by sex, New Brunswick 1996

Percent			
Education level	Women	Men	Both sexes
Less than Grade 9	23.4	76.6	100.0
Grade 9 and over (did not complete high school)	32.7	67.3	100.0
High school diploma or certificate	44.0	56.0	100.0
Technical/vocational certificate or diploma., apprenticeship	30.3	69.7	100.0
Completed college	33.3	66.7	100.0
Undergraduate degree	50.7	49.3	100.0
Graduate degree	79.6	20.4	100.0
Total	36.4	63.6	100.0

- Over two-thirds of seasonal workers aged 25 and over who did not finish high school were men.
- Conversely, 79.6% of seasonal workers who had a graduate degree were women.

- On the other hand, 42.1% of workers with less than a Grade 9 education were seasonal and 46.1% were standard.

Table D.6.1 Seasonal workers by sex and education level, aged 25 and over: distributions by education level, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	11.5	21.5	17.9
Grade 9 and over (did not complete high school)	22.4	26.3	24.9
High school diploma or certificate	43.7	31.8	36.2
Technical/vocational certificate or diploma, apprenticeship	4.7	6.2	5.7
Completed college	8.8	10.1	9.6
Undergraduate degree	6.8	3.7	4.8
Graduate degree	2.1	0.3	1.0
Total	100.0	100.0	100.0

Response rate see table D.7.1

- Among seasonal workers aged 25 and over, a larger proportion of men than women had not completed high school.
- Also among seasonal workers aged 25 and over, women were more likely than men to have completed at least an undergraduate degree.

Table D.6.2 Seasonal workers by sex and education level, aged 25 and over: distribution ratios, New Brunswick 1996

Education level	Women	Men	Both sexes
Less than Grade 9	0.6	1.2	1.0
Grade 9 and over (did not complete high school)	0.9	1.1	1.0
High school diploma or certificate	1.2	0.9	1.0
Technical/vocational certificate or diploma, apprenticeship	0.8	1.1	1.0
Completed college	0.9	1.0	1.0
Undergraduate degree	1.4	0.8	1.0
Graduate degree	2.2	0.3	1.0
Total	1.0	1.0	1.0

- Among seasonal workers aged 25 and over, men were approximately 20% more likely than both sexes taken together to have less than a Grade 9 education (1.2/1.0).
- Female seasonal workers were twice as likely as seasonal workers in general to have completed a graduate degree (2.2/1.0).

Table D.6.3 Seasonal workers by sex and education level, aged 25 and over: distributions by sex, New Brunswick 1996

Percent			
Education level	Women	Men	Both sexes
Less than Grade 9	23.4	76.6	100.0
Grade 9 and over (did not complete high school)	32.7	67.3	100.0
High school diploma or certificate	44.0	56.0	100.0
Technical/vocational certificate or diploma, apprenticeship	30.3	69.7	100.0
Completed college	33.3	66.7	100.0
Undergraduate degree	50.7	49.3	100.0
Graduate degree	79.6	20.4	100.0
Total	36.4	63.6	100.0

- Over two-thirds of seasonal workers aged 25 and over who did not finish high school were men.
- Conversely, 79.6% of seasonal workers who had a graduate degree were women.

Table D.7.1 Seasonal workers by sex and education level: distributions by education level, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	7.8	16.0	13.0
Grade 9 and over (did not complete high school)	24.0	27.5	26.2
High school diploma or certificate	45.8	36.8	40.1
Technical/vocational certificate or diploma., apprenticeship	3.4	4.6	4.1
Completed college	8.7	9.2	9.0
Undergraduate degree	8.6	5.7	6.7
Graduate degree	1.7	0.3	0.8
Total	100.0	100.0	100.0

Response rate: 97.5 98.4 98.1

- A higher proportion of male than female seasonal workers did not finish high school.
- Conversely, a higher proportion of female than male seasonal workers had completed at least an undergraduate degree. Female seasonal workers therefore had higher average education levels in 1996 than their male counterparts.

Table D.7.2 Seasonal workers by sex and education level: distribution ratios, New Brunswick 1996

Education level	Women	Men	Both sexes
Less than Grade 9	0.6	1.2	1.0
Grade 9 and over (did not complete high school)	0.9	1.0	1.0
High school diploma or certificate	1.1	0.9	1.0
Technical/vocational certificate or diploma., apprenticeship	0.8	1.1	1.0
Completed college	1.0	1.0	1.0
Undergraduate degree	1.3	0.8	1.0
Graduate degree	2.1	0.4	1.0
Total	1.0	1.0	1.0

- Female seasonal workers were more than twice as likely as all seasonal workers to have completed a graduate degree (2.1/1.0).

- Another finding which shows that male seasonal workers had lower average education levels is that they were approximately 20% more likely than all seasonal workers to have less than a Grade 9 education (1.2/1.0).

Table D.7.3 Seasonal workers by sex and education level: distributions by sex, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	22.5	77.5	100.0
Grade 9 and over (did not complete high school)	34.1	65.9	100.0
High school diploma or certificate	42.5	57.5	100.0
Technical/vocational certificate or diploma, apprenticeship	30.6	69.4	100.0
Completed college	35.7	64.3	100.0
Undergraduate degree	47.1	52.9	100.0
Graduate degree	77.7	22.3	100.0
Total	37.2	62.8	100.0

- 77.5% of seasonal workers with less than a Grade 9 education were men; 65.9% of seasonal workers who had at least Grade 9 but had not finished high school were men.
- 77.7% of seasonal workers who had a graduate degree were women.

Table D.8.1 Worker category and language: distributions by language, New Brunswick 1996

Percent

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	61.1	74.5	75.1	72.2
French	38.9	25.5	24.9	27.8
Total	100.0	100.0	100.0	100.0

Note: The language used by the respondent during the interview to answer the questions determines the language classification not only of the respondent but also of all members of his or her household (only one member of each household answered the survey questions for the entire household).

- 38.9% of seasonal workers were francophones in 1996, compared with 27.8% of all workers and only 24.9% of standard workers. According to Statistics Canada census figures, approximately 31% of New Brunswickers aged 15 and over were francophones in 1996.¹⁷

¹⁷ Based on the language(s) spoken at home.

Table D.7.1 Seasonal workers by sex and education level: distributions by education level, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	7.8	16.0	13.0
Grade 9 and over (did not complete high school)	24.0	27.5	26.2
High school diploma or certificate	45.8	36.8	40.1
Technical/vocational certificate or diploma., apprenticeship	3.4	4.6	4.1
Completed college	8.7	9.2	9.0
Undergraduate degree	8.6	5.7	6.7
Graduate degree	1.7	0.3	0.8
Total	100.0	100.0	100.0

Response rate: 97.5 98.4 98.1

- A higher proportion of male than female seasonal workers did not finish high school.
- Conversely, a higher proportion of female than male seasonal workers had completed at least an undergraduate degree. Female seasonal workers therefore had higher average education levels in 1996 than their male counterparts.

Table D.7.2 Seasonal workers by sex and education level: distribution ratios, New Brunswick 1996

Education level	Women	Men	Both sexes
Less than Grade 9	0.6	1.2	1.0
Grade 9 and over (did not complete high school)	0.9	1.0	1.0
High school diploma or certificate	1.1	0.9	1.0
Technical/vocational certificate or diploma., apprenticeship	0.8	1.1	1.0
Completed college	1.0	1.0	1.0
Undergraduate degree	1.3	0.8	1.0
Graduate degree	2.1	0.4	1.0
Total	1.0	1.0	1.0

- Female seasonal workers were more than twice as likely as all seasonal workers to have completed a graduate degree (2.1/1.0).

- Another finding which shows that male seasonal workers had lower average education levels is that they were approximately 20% more likely than all seasonal workers to have less than a Grade 9 education (1.2/1.0).

Table D.7.3 Seasonal workers by sex and education level: distributions by sex, New Brunswick 1996

Percent

Education level	Women	Men	Both sexes
Less than Grade 9	22.5	77.5	100.0
Grade 9 and over (did not complete high school)	34.1	65.9	100.0
High school diploma or certificate	42.5	57.5	100.0
Technical/vocational certificate or diploma, apprenticeship	30.6	69.4	100.0
Completed college	35.7	64.3	100.0
Undergraduate degree	47.1	52.9	100.0
Graduate degree	77.7	22.3	100.0
Total	37.2	62.8	100.0

- 77.5% of seasonal workers with less than a Grade 9 education were men; 65.9% of seasonal workers who had at least Grade 9 but had not finished high school were men.
- 77.7% of seasonal workers who had a graduate degree were women.

Table D.8.1 Worker category and language: distributions by language, New Brunswick 1996

Percent

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	61.1	74.5	75.1	72.2
French	38.9	25.5	24.9	27.8
Total	100.0	100.0	100.0	100.0

Note: The language used by the respondent during the interview to answer the questions determines the language classification not only of the respondent but also of all members of his or her household (only one member of each household answered the survey questions for the entire household).

- 38.9% of seasonal workers were francophones in 1996, compared with 27.8% of all workers and only 24.9% of standard workers. According to Statistics Canada census figures, approximately 31% of New Brunswickers aged 15 and over were francophones in 1996.¹⁷

¹⁷ Based on the language(s) spoken at home.

Table D.8.2 Worker category and language: distribution ratios, New Brunswick 1996

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	0.8	1.0	1.0	1.0
French	1.4	0.9	0.9	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal workers were about 40% more likely than all workers to be francophone (1.4/1.0).

Table D.8.3 Worker category and language: distributions by worker category, New Brunswick 1996

Percent

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	17.0	21.0	62.0	100.0
French	28.1	18.6	53.3	100.0
Total	20.1	20.3	59.6	100.0

- Only 17% of anglophones were seasonal workers, compared with 28.1% of francophones.

Table D.9.1 Job category and industry: distributions by industry, New Brunswick 1996

Percent

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	7.0	1.5	1.9	2.9
Fishing and trapping	6.5	0.2	0.4	1.6
Fish processing	7.4	0.2	0.4	1.8
Forestry	9.0	1.3	1.8	3.1
Mining	0.5	0.4	1.6	1.1
Manufacturing	8.7	4.3	14.1	10.9
Construction	20.1	7.3	5.1	8.6
Transport, communications, other public services	4.4	5.5	11.5	8.7
Business	7.7	21.0	16.6	15.7
Finance, insurance, real estate	0.6	2.6	4.3	3.2
Public administration	1.8	3.9	7.5	5.5
Social, cultural, commercial and personal services	19.8	40.5	29.9	30.1
Food and accommodation	6.4	11.4	4.9	6.6
Total	100.0	100.0	100.0	100.0

Response rate: 84.7 87.8 91.1 89.0

- Seasonal workers are more heavily concentrated than other types of workers in so-called seasonal industries such as agriculture, fishing and trapping, fish processing, forestry and construction.
- However, close to 49.9% of seasonal jobs were not in so-called seasonal industries $(0.5+8.7+4.4+7.7+0.6+1.8+19.8+6.4)$.

Table D.8.2 Worker category and language: distribution ratios, New Brunswick 1996

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	0.8	1.0	1.0	1.0
French	1.4	0.9	0.9	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal workers were about 40% more likely than all workers to be francophone (1.4/1.0).

Table D.8.3 Worker category and language: distributions by worker category, New Brunswick 1996

Percent

Language	Seasonal	Non standard non seasonal	Standard	All workers
English	17.0	21.0	62.0	100.0
French	28.1	18.6	53.3	100.0
Total	20.1	20.3	59.6	100.0

- Only 17% of anglophones were seasonal workers, compared with 28.1% of francophones.

Table D.9.1 Job category and industry: distributions by industry, New Brunswick 1996

Percent

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	7.0	1.5	1.9	2.9
Fishing and trapping	6.5	0.2	0.4	1.6
Fish processing	7.4	0.2	0.4	1.8
Forestry	9.0	1.3	1.8	3.1
Mining	0.5	0.4	1.6	1.1
Manufacturing	8.7	4.3	14.1	10.9
Construction	20.1	7.3	5.1	8.6
Transport, communications, other public services	4.4	5.5	11.5	8.7
Business	7.7	21.0	16.6	15.7
Finance, insurance, real estate	0.6	2.6	4.3	3.2
Public administration	1.8	3.9	7.5	5.5
Social, cultural, commercial and personal services	19.8	40.5	29.9	30.1
Food and accommodation	6.4	11.4	4.9	6.6
Total	100.0	100.0	100.0	100.0

Response rate: 84.7 87.8 91.1 89.0

- Seasonal workers are more heavily concentrated than other types of workers in so-called seasonal industries such as agriculture, fishing and trapping, fish processing, forestry and construction.
- However, close to 49.9% of seasonal jobs were not in so-called seasonal industries (0.5+8.7+4.4+7.7+0.6+1.8+19.8+6.4).

Table D.9.2 Job category and industry: distribution ratios, New Brunswick 1996

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	2.5	0.5	0.7	1.0
Fishing and trapping	4.1	0.1	0.2	1.0
Fish processing	4.1	0.1	0.2	1.0
Forestry	2.9	0.4	0.6	1.0
Mining	0.4	0.3	1.4	1.0
Manufacturing	0.8	0.4	1.3	1.0
Construction	2.3	0.8	0.6	1.0
Transport, communications, other public services	0.5	0.6	1.3	1.0
Business	0.5	1.3	1.1	1.0
Finance, insurance, real estate	0.2	0.8	1.4	1.0
Public administration	0.3	0.7	1.3	1.0
Social, cultural, commercial and personal services	0.7	1.3	1.0	1.0
Food and accommodation	1.0	1.7	0.7	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were nearly four times more likely than all jobs to be in the fishing and trapping or fish processing industries. By this standard, fishing/trapping and fish processing were the most seasonal industries in New Brunswick in 1996.

**Table D.9.3 Job category and industry: distributions by job category,
New Brunswick 1996**

Percent

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	49.9	11.6	38.6	100.0
Fishing and trapping	83.6	2.2	14.2	100.0
Fish processing	82.9	2.8	14.3	100.0
Forestry	58.4	9.0	32.5	100.0
Mining	9.0	7.2	83.8	100.0
Manufacturing	16.2	8.5	75.3	100.0
Construction	47.2	18.2	34.6	100.0
Transport, communications, other public services	10.2	13.6	76.2	100.0
Business	10.0	28.8	61.2	100.0
Finance, insurance, real estate	3.9	17.5	78.7	100.0
Public administration	6.7	15.2	78.1	100.0
Social, cultural, commercial and personal services	13.4	29.1	57.6	100.0
Food and accommodation	19.7	37.3	43.0	100.0
Total	20.3	21.6	58.1	100.0

- More than 80% of jobs in the fishing and trapping industry were seasonal. The same is true of the fish processing industry.

Table D.9.2 Job category and industry: distribution ratios, New Brunswick 1996

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	2.5	0.5	0.7	1.0
Fishing and trapping	4.1	0.1	0.2	1.0
Fish processing	4.1	0.1	0.2	1.0
Forestry	2.9	0.4	0.6	1.0
Mining	0.4	0.3	1.4	1.0
Manufacturing	0.8	0.4	1.3	1.0
Construction	2.3	0.8	0.6	1.0
Transport, communications, other public services	0.5	0.6	1.3	1.0
Business	0.5	1.3	1.1	1.0
Finance, insurance, real estate	0.2	0.8	1.4	1.0
Public administration	0.3	0.7	1.3	1.0
Social, cultural, commercial and personal services	0.7	1.3	1.0	1.0
Food and accommodation	1.0	1.7	0.7	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were nearly four times more likely than all jobs to be in the fishing and trapping or fish processing industries. By this standard, fishing/trapping and fish processing were the most seasonal industries in New Brunswick in 1996.

**Table D.9.3 Job category and industry: distributions by job category,
New Brunswick 1996**

Percent

Industry	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
Agriculture	49.9	11.6	38.6	100.0
Fishing and trapping	83.6	2.2	14.2	100.0
Fish processing	82.9	2.8	14.3	100.0
Forestry	58.4	9.0	32.5	100.0
Mining	9.0	7.2	83.8	100.0
Manufacturing	16.2	8.5	75.3	100.0
Construction	47.2	18.2	34.6	100.0
Transport, communications, other public services	10.2	13.6	76.2	100.0
Business	10.0	28.8	61.2	100.0
Finance, insurance, real estate	3.9	17.5	78.7	100.0
Public administration	6.7	15.2	78.1	100.0
Social, cultural, commercial and personal services	13.4	29.1	57.6	100.0
Food and accommodation	19.7	37.3	43.0	100.0
Total	20.3	21.6	58.1	100.0

- More than 80% of jobs in the fishing and trapping industry were seasonal. The same is true of the fish processing industry.

Table D.10.1 Job category and duration: distributions by duration, New Brunswick 1996

Percent				
Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	10.8	12.7	1.0	5.5
5 - 8	17.7	11.3	1.9	7.2
9 - 11	7.1	5.1	0.7	3.0
12	7.2	6.7	1.3	3.7
13 - 15	10.6	4.1	1.0	3.6
16	4.5	4.4	1.2	2.5
17 - 25	20.3	10.6	4.6	9.1
26 - 35	13.1	10.5	6.0	8.5
36 - 52	8.6	34.7	82.3	57.0
Total	100.0	100.0	100.0	100.0
Response rate:	92.2	93.7	98.3	96.0

- Seasonal jobs had a shorter average duration than all jobs. Nearly 78.2% of seasonal jobs lasted 25 weeks or less ($10.8+17.7+7.1+7.2+10.6+4.5+20.3$), compared with 34.6% of all jobs ($5.5+7.2+3.0+3.7+3.6+2.5+9.1$).
- Only 8.6% of seasonal jobs lasted more than 35 weeks, compared with 82.3% of standard jobs.

Table D.10.2 Job category and duration: distribution ratios, New Brunswick 1996

Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	2.0	2.3	0.2	1.0
5 - 8	2.5	1.6	0.3	1.0
9 - 11	2.4	1.7	0.3	1.0
12	2.0	1.8	0.3	1.0
13 - 15	2.9	1.1	0.3	1.0
16	1.8	1.7	0.5	1.0
17 - 25	2.2	1.2	0.5	1.0
26 - 35	1.6	1.2	0.7	1.0
36 - 52	0.2	0.6	1.4	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were more than twice as likely as all jobs to last 15 weeks or less.
- They were also more than twice as likely to last 17 - 25 weeks.

Table D.10.1 Job category and duration: distributions by duration, New Brunswick 1996

Percent

Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	10.8	12.7	1.0	5.5
5 - 8	17.7	11.3	1.9	7.2
9 - 11	7.1	5.1	0.7	3.0
12	7.2	6.7	1.3	3.7
13 - 15	10.6	4.1	1.0	3.6
16	4.5	4.4	1.2	2.5
17 - 25	20.3	10.6	4.6	9.1
26 - 35	13.1	10.5	6.0	8.5
36 - 52	8.6	34.7	82.3	57.0
Total	100.0	100.0	100.0	100.0

Response rate: 92.2 93.7 98.3 96.0

- Seasonal jobs had a shorter average duration than all jobs. Nearly 78.2% of seasonal jobs lasted 25 weeks or less ($10.8+17.7+7.1+7.2+10.6+4.5+20.3$), compared with 34.6% of all jobs ($5.5+7.2+3.0+3.7+3.6+2.5+9.1$).
- Only 8.6% of seasonal jobs lasted more than 35 weeks, compared with 82.3% of standard jobs.

Table D.10.2 Job category and duration: distribution ratios, New Brunswick 1996

Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	2.0	2.3	0.2	1.0
5 - 8	2.5	1.6	0.3	1.0
9 - 11	2.4	1.7	0.3	1.0
12	2.0	1.8	0.3	1.0
13 - 15	2.9	1.1	0.3	1.0
16	1.8	1.7	0.5	1.0
17 - 25	2.2	1.2	0.5	1.0
26 - 35	1.6	1.2	0.7	1.0
36 - 52	0.2	0.6	1.4	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were more than twice as likely as all jobs to last 15 weeks or less.
- They were also more than twice as likely to last 17 - 25 weeks.

Table D.10.3 Job category and duration: distributions by job category, New Brunswick 1996

Percent

Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	40.3	49.3	10.4	100.0
5 - 8	50.8	33.8	15.4	100.0
9 - 11	48.7	36.8	14.5	100.0
12	40.6	39.1	20.3	100.0
13 - 15	60.3	24.0	15.6	100.0
16	36.2	37.0	26.8	100.0
17 - 25	45.6	25.0	29.4	100.0
26 - 35	31.9	26.6	41.6	100.0
36 - 52	3.1	13.0	83.9	100.0
Total	20.5	21.4	58.1	100.0

- Not surprisingly, only 3.1% of jobs with a duration of over 35 weeks in 1996 were seasonal.

Table D.11.1 Job category and average hourly earnings¹⁸: distributions by average hourly earnings, New Brunswick 1996

Percent

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	11.1	16.0	5.1	9.1
>5 and ≤10	57.8	54.7	31.8	43.2
>10 and ≤15	19.5	14.3	29.1	23.3
>15 and ≤20	7.5	6.6	16.8	12.2
>20	4.1	8.4	17.3	12.1
Total	100.0	100.0	100.0	100.0

Response rate: 77.8 77.7 67.3 71.8

¹⁸ In this paper, all figures for employment earnings exclude overtime and bonuses.

- Seasonal jobs were generally less well paid than all jobs. Nearly 68.9% of seasonal jobs paid an average of \$10 per hour or less (11.1+57.8), compared with 52.3% of all jobs (9.1+43.2) and 36.9% of standard jobs (5.1+31.8).
- Only 4.1% of seasonal jobs paid an average of more than \$20 per hour, compared with 12.1% of all jobs and 17.3% of standard jobs.

Table D.11.2 Job category and average hourly earnings: distribution ratios, New Brunswick 1996

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.2	1.8	0.6	1.0
>5 and ≤10	1.3	1.3	0.7	1.0
>10 and ≤15	0.8	0.6	1.2	1.0
>15 and ≤20	0.6	0.5	1.4	1.0
>20	0.3	0.7	1.4	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were less than one-third as likely as all jobs to pay an average of over \$20 per hour in 1996 (1.0/0.3).

Table D.11.3 Job category and average hourly earnings: distributions by job category, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	28.4	41.9	29.7	100.0
>5 and ≤10	30.9	30.0	39.1	100.0
>10 and ≤15	19.3	14.5	66.2	100.0
>15 and ≤20	14.1	12.8	73.1	100.0
>20	7.7	16.5	75.8	100.0
Total	23.1	23.7	53.2	100.0

Table D.10.3 Job category and duration: distributions by job category, New Brunswick 1996

Percent				
Number of weeks worked in 1996	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
0 - 4	40.3	49.3	10.4	100.0
5 - 8	50.8	33.8	15.4	100.0
9 - 11	48.7	36.8	14.5	100.0
12	40.6	39.1	20.3	100.0
13 - 15	60.3	24.0	15.6	100.0
16	36.2	37.0	26.8	100.0
17 - 25	45.6	25.0	29.4	100.0
26 - 35	31.9	26.6	41.6	100.0
36 - 52	3.1	13.0	83.9	100.0
Total	20.5	21.4	58.1	100.0

- Not surprisingly, only 3.1% of jobs with a duration of over 35 weeks in 1996 were seasonal.

Table D.11.1 Job category and average hourly earnings¹⁸: distributions by average hourly earnings, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	11.1	16.0	5.1	9.1
>5 and ≤10	57.8	54.7	31.8	43.2
>10 and ≤15	19.5	14.3	29.1	23.3
>15 and ≤20	7.5	6.6	16.8	12.2
>20	4.1	8.4	17.3	12.1
Total	100.0	100.0	100.0	100.0

Response rate: 77.8 77.7 67.3 71.8

¹⁸ In this paper, all figures for employment earnings exclude overtime and bonuses.

- Seasonal jobs were generally less well paid than all jobs. Nearly 68.9% of seasonal jobs paid an average of \$10 per hour or less (11.1+57.8), compared with 52.3% of all jobs (9.1+43.2) and 36.9% of standard jobs (5.1+31.8).
- Only 4.1% of seasonal jobs paid an average of more than \$20 per hour, compared with 12.1% of all jobs and 17.3% of standard jobs.

Table D.11.2 Job category and average hourly earnings: distribution ratios, New Brunswick 1996

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.2	1.8	0.6	1.0
>5 and ≤10	1.3	1.3	0.7	1.0
>10 and ≤15	0.8	0.6	1.2	1.0
>15 and ≤20	0.6	0.5	1.4	1.0
>20	0.3	0.7	1.4	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were less than one-third as likely as all jobs to pay an average of over \$20 per hour in 1996 (1.0/0.3).

Table D.11.3 Job category and average hourly earnings: distributions by job category, New Brunswick 1996

Percent

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	28.4	41.9	29.7	100.0
>5 and ≤10	30.9	30.0	39.1	100.0
>10 and ≤15	19.3	14.5	66.2	100.0
>15 and ≤20	14.1	12.8	73.1	100.0
>20	7.7	16.5	75.8	100.0
Total	23.1	23.7	53.2	100.0

- Only 7.7% of jobs that paid an average of more than \$20 per hour were seasonal, compared with 75.8% of standard jobs.
- On the other hand, the proportion of seasonal jobs and standard jobs is almost the same among jobs paying an average of \$5 per hour or less.

Table D.12.1 Job category and average hourly earnings, workers aged 25 and over: distributions by average hourly earnings, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	6.5	10.6	4.4	6.0
>5 and ≤10	53.7	46.7	27.6	36.4
>10 and ≤15	25.2	20.4	30.6	27.6
>15 and ≤20	10.3	9.4	18.4	15.1
>20	4.4	12.9	19.1	14.9
Total	100.0	100.0	100.0	100.0

Response rate: see table D.11.1

If we consider only jobs held by workers aged 25 or over:

- Nearly 60.2% of seasonal jobs paid \$10 per hour or less (6.5+53.7), compared with 42.4% of all jobs (6.0+36.4) and only 32% of standard jobs (4.4+27.6).
- 4.4% of seasonal jobs paid more than \$20 per hour, compared with 14.9% of all jobs and 19.1% of standard jobs.

Table D.12.2 Job category and average hourly earnings, workers aged 25 and over: distribution ratios, New Brunswick 1996

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.1	1.8	0.7	1.0
>5 and ≤10	1.5	1.3	0.8	1.0
>10 and ≤15	0.9	0.7	1.1	1.0
>15 and ≤20	0.7	0.6	1.2	1.0
>20	0.3	0.9	1.3	1.0
Total	1.0	1.0	1.0	1.0

If we consider only jobs held by workers aged 25 or over:

- Seasonal jobs were less than one-third as likely as all jobs to pay over \$20 per hour (1.0/0.3).

Table D.12.3 Job category and average hourly earnings, workers aged 25 and over: distributions by job category, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	22.0	33.3	44.7	100.0
>5 and ≤10	29.8	24.1	46.1	100.0
>10 and ≤15	18.5	13.9	67.6	100.0
>15 and ≤20	13.9	11.8	74.4	100.0
>20	6.0	16.3	77.8	100.0
Total	20.3	18.8	60.9	100.0

If we consider only jobs held by workers aged 25 or over:

- 6% of jobs that paid over \$20 per hour were seasonal and 77.8% were standard.
- Nearly 22% of jobs that paid \$5 per hour or less were seasonal and 44.7% were standard.

- Only 7.7% of jobs that paid an average of more than \$20 per hour were seasonal, compared with 75.8% of standard jobs.
- On the other hand, the proportion of seasonal jobs and standard jobs is almost the same among jobs paying an average of \$5 per hour or less.

Table D.12.1 Job category and average hourly earnings, workers aged 25 and over: distributions by average hourly earnings, New Brunswick 1996

Percent

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	6.5	10.6	4.4	6.0
>5 and ≤10	53.7	46.7	27.6	36.4
>10 and ≤15	25.2	20.4	30.6	27.6
>15 and ≤20	10.3	9.4	18.4	15.1
>20	4.4	12.9	19.1	14.9
Total	100.0	100.0	100.0	100.0

Response rate: see table D.11.1

If we consider only jobs held by workers aged 25 or over:

- Nearly 60.2% of seasonal jobs paid \$10 per hour or less (6.5+53.7), compared with 42.4% of all jobs (6.0+36.4) and only 32% of standard jobs (4.4+27.6).
- 4.4% of seasonal jobs paid more than \$20 per hour, compared with 14.9% of all jobs and 19.1% of standard jobs.

**Table D.12.2 Job category and average hourly earnings, workers aged 25 and over:
distribution ratios, New Brunswick 1996**

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.1	1.8	0.7	1.0
>5 and ≤10	1.5	1.3	0.8	1.0
>10 and ≤15	0.9	0.7	1.1	1.0
>15 and ≤20	0.7	0.6	1.2	1.0
>20	0.3	0.9	1.3	1.0
Total	1.0	1.0	1.0	1.0

If we consider only jobs held by workers aged 25 or over:

- Seasonal jobs were less than one-third as likely as all jobs to pay over \$20 per hour (1.0/0.3).

**Table D.12.3 Job category and average hourly earnings, workers aged 25 and over:
distributions by job category, New Brunswick 1996**

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	22.0	33.3	44.7	100.0
>5 and ≤10	29.8	24.1	46.1	100.0
>10 and ≤15	18.5	13.9	67.6	100.0
>15 and ≤20	13.9	11.8	74.4	100.0
>20	6.0	16.3	77.8	100.0
Total	20.3	18.8	60.9	100.0

If we consider only jobs held by workers aged 25 or over:

- 6% of jobs that paid over \$20 per hour were seasonal and 77.8% were standard.
- Nearly 22% of jobs that paid \$5 per hour or less were seasonal and 44.7% were standard.

Table D.13.1 Job category and average hourly earnings, workers with at least a college diploma: distributions by average hourly earnings, New Brunswick 1996

Percent

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	8.1	9.2	3.0	5.0
>5 and ≤10	52.4	45.3	21.2	30.4
>10 and ≤15	22.8	16.7	24.6	22.6
>15 and ≤20	8.3	12.9	24.0	19.6
>20	8.5	15.9	27.2	22.4
Total	100.0	100.0	100.0	100.0

Response rate: see table D.11.1

If we consider only jobs held by workers who had completed at least college:

- Nearly 60.5% of seasonal jobs paid \$10 per hour or less (8.1+52.4), compared with 35.4% of all jobs (5.0+30.4) and only 24.2% of standard jobs (3.0+21.2).
- 8.5% of seasonal jobs paid over \$20 per hour, compared with 22.4% of all jobs and 27.2% of standard jobs.

Table D.13.2 Job category and average hourly earnings, workers with at least a college diploma: distribution ratios, New Brunswick 1996

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.6	1.9	0.6	1.0
>5 and ≤10	1.7	1.5	0.7	1.0
>10 and ≤15	1.0	0.7	1.1	1.0
>15 and ≤20	0.4	0.7	1.2	1.0
>20	0.4	0.7	1.2	1.0
Total	1.0	1.0	1.0	1.0

If we consider only jobs held by workers who had completed at least college:

- Seasonal jobs were less than half as likely as all jobs to pay more than \$20 per hour (1.0/0.4).

Table D.13.3 Job category and average hourly earnings, workers with at least a college diploma: distributions by job category, New Brunswick 1996

Percent

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	20.2	41.0	38.8	100.0
>5 and ≤10	21.5	32.9	45.6	100.0
>10 and ≤15	12.6	16.3	71.1	100.0
>15 and ≤20	5.3	14.5	80.2	100.0
>20	4.7	15.7	79.5	100.0
Total	12.5	22.1	65.4	100.0

If we consider only jobs held by workers who had completed at least college:

- 4.7% of jobs that paid more than \$20 per hour were seasonal and 79.5% were standard.
- Nearly 20.2% of jobs paying \$5 per hour or less were seasonal and 38.8% were standard.

Table D.14.1 Job category and total annual employment earnings: distributions by total annual employment earnings, New Brunswick 1996

Percent

Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	53.6	61.5	7.8	30.7
>5,000 and ≤10,000	21.4	21.2	8.9	14.6
>10,000 and ≤15,000	10.6	7.2	11.2	10.1
>15,000 and ≤20,000	6.3	4.0	11.5	8.6
>20,000	8.2	6.2	60.6	36.0
Total	100.0	100.0	100.0	100.0

Response rate: 73.6 74.9 66.6 69.9

- Nearly 75% of seasonal jobs paid a total of \$10,000 or less over the year (53.6+21.4), compared with 45.3% of all jobs (30.7+14.6) and 16.7% of standard jobs (7.8+8.9).
- Only 8.2% of jobs that generated total income of over \$20,000 in 1996 were seasonal and 60.6% were standard.

Table D.13.1 Job category and average hourly earnings, workers with at least a college diploma: distributions by average hourly earnings, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	8.1	9.2	3.0	5.0
>5 and ≤10	52.4	45.3	21.2	30.4
>10 and ≤15	22.8	16.7	24.6	22.6
>15 and ≤20	8.3	12.9	24.0	19.6
>20	8.5	15.9	27.2	22.4
Total	100.0	100.0	100.0	100.0

Response rate: see table D.11.1

If we consider only jobs held by workers who had completed at least college:

- Nearly 60.5% of seasonal jobs paid \$10 per hour or less (8.1+52.4), compared with 35.4% of all jobs (5.0+30.4) and only 24.2% of standard jobs (3.0+21.2).
- 8.5% of seasonal jobs paid over \$20 per hour, compared with 22.4% of all jobs and 27.2% of standard jobs.

Table D.13.2 Job category and average hourly earnings, workers with at least a college diploma: distribution ratios, New Brunswick 1996

Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	1.6	1.9	0.6	1.0
>5 and ≤10	1.7	1.5	0.7	1.0
>10 and ≤15	1.0	0.7	1.1	1.0
>15 and ≤20	0.4	0.7	1.2	1.0
>20	0.4	0.7	1.2	1.0
Total	1.0	1.0	1.0	1.0

If we consider only jobs held by workers who had completed at least college:

- Seasonal jobs were less than half as likely as all jobs to pay more than \$20 per hour (1.0/0.4).

Table D.13.3 Job category and average hourly earnings, workers with at least a college diploma: distributions by job category, New Brunswick 1996

Percent				
Average hourly employment earnings, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5	20.2	41.0	38.8	100.0
>5 and ≤10	21.5	32.9	45.6	100.0
>10 and ≤15	12.6	16.3	71.1	100.0
>15 and ≤20	5.3	14.5	80.2	100.0
>20	4.7	15.7	79.5	100.0
Total	12.5	22.1	65.4	100.0

If we consider only jobs held by workers who had completed at least college:

- 4.7% of jobs that paid more than \$20 per hour were seasonal and 79.5% were standard.
- Nearly 20.2% of jobs paying \$5 per hour or less were seasonal and 38.8% were standard.

Table D.14.1 Job category and total annual employment earnings: distributions by total annual employment earnings, New Brunswick 1996

Percent				
Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	53.6	61.5	7.8	30.7
>5,000 and ≤10,000	21.4	21.2	8.9	14.6
>10,000 and ≤15,000	10.6	7.2	11.2	10.1
>15,000 and ≤20,000	6.3	4.0	11.5	8.6
>20,000	8.2	6.2	60.6	36.0
Total	100.0	100.0	100.0	100.0

Response rate: 73.6 74.9 66.6 69.9

- Nearly 75% of seasonal jobs paid a total of \$10,000 or less over the year (53.6+21.4), compared with 45.3% of all jobs (30.7+14.6) and 16.7% of standard jobs (7.8+8.9).
- Only 8.2% of jobs that generated total income of over \$20,000 in 1996 were seasonal and 60.6% were standard.

**Table D.14.2 Job category and total annual employment earnings:
distribution ratios, New Brunswick 1996**

Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	1.7	2.0	0.3	1.0
>5,000 and ≤10,000	1.5	1.5	0.6	1.0
>10,000 and ≤15,000	1.0	0.7	1.1	1.0
>15,000 and ≤20,000	0.7	0.5	1.3	1.0
>20,000	0.2	0.2	1.7	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were approximately 70% more likely than all jobs to pay a total of \$5,000 or less in 1996 (1.7/1.0).
- On the other hand, seasonal jobs were about one fifth as likely as all jobs to pay a total of over \$20,000 over the year (1.0/0.2).

**Table D.14.3 Job category and total annual employment earnings:
distributions by job category, New Brunswick 1996**

Percent

Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	39.2	47.1	13.7	100.0
>5,000 and ≤10,000	32.9	34.1	33.0	100.0
>10,000 and ≤15,000	23.5	16.7	59.8	100.0
>15,000 and ≤20,000	16.6	10.8	72.6	100.0
>20,000	5.1	4.0	90.9	100.0
Total	22.5	23.5	54.0	100.0

- The higher the income brackets, the smaller is the proportion of seasonal jobs and the greater the proportion of standard jobs.
- These differences between total earnings from seasonal jobs and standard jobs in 1996 can be linked to two factors discussed previously: seasonal jobs are generally shorter in duration

(tables D.10.1, D.10.2 and D.10.3) and generally pay lower average hourly rates than standard jobs (tables D.11.1, D.11.2 and D.11.3).

Table D.15 Distributions of seasonal workers by number of jobs during year, New Brunswick 1996

A) All seasonal workers

Percent

Number of jobs during year	Women	Men	Both sexes
One job	70.8	70.7	70.7
More than one job	29.2	29.3	29.3
Total	100.0	100.0	100.0

B) Seasonal workers who had only seasonal jobs

Percent

Number of jobs during year	Women	Men	Both sexes
One job	88.5	86.2	87.1
More than one job	11.5	13.8	12.9
Total	100.0	100.0	100.0

- Approximately 71% of seasonal workers had only one job in 1996. There were no significant differences in this respect between men and women.
- Among seasonal workers who had only seasonal jobs, 88.5% of women and 86.2% of men had only one job.

**Table D.14.2 Job category and total annual employment earnings:
distribution ratios, New Brunswick 1996**

Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	1.7	2.0	0.3	1.0
>5,000 and ≤10,000	1.5	1.5	0.6	1.0
>10,000 and ≤15,000	1.0	0.7	1.1	1.0
>15,000 and ≤20,000	0.7	0.5	1.3	1.0
>20,000	0.2	0.2	1.7	1.0
Total	1.0	1.0	1.0	1.0

- Seasonal jobs were approximately 70% more likely than all jobs to pay a total of \$5,000 or less in 1996 (1.7/1.0).
- On the other hand, seasonal jobs were about one fifth as likely as all jobs to pay a total of over \$20,000 over the year (1.0/0.2).

**Table D.14.3 Job category and total annual employment earnings:
distributions by job category, New Brunswick 1996**

Percent

Total employment earnings in 1996, excluding bonuses and overtime (\$)	Seasonal jobs	Non-standard non-seasonal jobs	Standard jobs	All jobs
≤5,000	39.2	47.1	13.7	100.0
>5,000 and ≤10,000	32.9	34.1	33.0	100.0
>10,000 and ≤15,000	23.5	16.7	59.8	100.0
>15,000 and ≤20,000	16.6	10.8	72.6	100.0
>20,000	5.1	4.0	90.9	100.0
Total	22.5	23.5	54.0	100.0

- The higher the income brackets, the smaller is the proportion of seasonal jobs and the greater the proportion of standard jobs.
- These differences between total earnings from seasonal jobs and standard jobs in 1996 can be linked to two factors discussed previously: seasonal jobs are generally shorter in duration

(tables D.10.1, D.10.2 and D.10.3) and generally pay lower average hourly rates than standard jobs (tables D.11.1, D.11.2 and D.11.3).

Table D.15 Distributions of seasonal workers by number of jobs during year, New Brunswick 1996

A) All seasonal workers

Percent

Number of jobs during year	Women	Men	Both sexes
One job	70.8	70.7	70.7
More than one job	29.2	29.3	29.3
Total	100.0	100.0	100.0

B) Seasonal workers who had only seasonal jobs

Percent

Number of jobs during year	Women	Men	Both sexes
One job	88.5	86.2	87.1
More than one job	11.5	13.8	12.9
Total	100.0	100.0	100.0

- Approximately 71% of seasonal workers had only one job in 1996. There were no significant differences in this respect between men and women.
- Among seasonal workers who had only seasonal jobs, 88.5% of women and 86.2% of men had only one job.

Table D.16.1 Seasonal workers by number of jobs during year and age: distributions by age, New Brunswick 1996

Percent

Age bracket	One job	More than one job	All seasonal workers
15-19	16.4	16.5	16.5
20-24	12.0	20.6	14.5
25-44	45.7	47.6	46.2
45-54	17.5	12.5	16.0
55 and over	8.5	2.8	6.8
Total	100.0	100.0	100.0

Note that 24.3% of these workers had at least one standard job in 1996.

- Seasonal workers who had only one job in 1996 were older on average than those who had more than one: 28.4% of the former were between 15 and 24 ($16.4+12$), compared with 37.1% of the latter ($16.5+20.6$).
- 26% of seasonal workers who had only one job in 1996 were aged 45 or over ($17.5+8.5$), compared with 15.3% of those who had more than one job during the year ($12.5+2.8$).

Table D.16.2 Seasonal workers by number of jobs during year and age: distribution ratios, New Brunswick 1996

Age bracket	One job	More than one job	All seasonal workers
15-19	1.0	1.0	1.0
20-24	0.8	1.4	1.0
25-44	1.0	1.0	1.0
45-54	1.1	0.8	1.0
55 and over	1.2	0.4	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job were approximately 40% more likely than all seasonal workers to be in the 20-24 age bracket.
- Seasonal workers who had only one job were approximately 20% more likely than all seasonal workers to be aged 55 and over.

Table D.16.3 Seasonal workers by number of jobs during year and age: distributions by number of jobs during year, New Brunswick 1996

Percent

Age bracket	One job	More than one job	All seasonal workers
15-19	70.6	29.4	100.0
20-24	58.4	41.6	100.0
25-44	69.9	30.1	100.0
45-54	77.2	22.8	100.0
55 and over	87.8	12.2	100.0
Total	70.7	29.3	100.0

- Nearly 70.6% of seasonal workers aged 15-19 had only one job in 1996.
- The proportion rose to 87.7% among seasonal workers aged 55 and over.

Table D.17.1 Seasonal workers by number of jobs during year and education level: distributions by education level, New Brunswick 1996

Percent

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	14.3	9.8	13.0
Grade 9 and over (did not complete high school)	28.3	21.1	26.2
High school diploma or certificate	40.0	40.4	40.1
Technical/vocational certificate or diploma, apprenticeship	3.7	5.2	4.1
Completed college	7.8	11.9	9.0
Undergraduate degree	5.4	10.1	6.7
Graduate degree	0.5	1.6	0.8
Total	100.0	100.0	100.0

Response rate: 97.8 98.7 98.1

- Seasonal workers who had more than one job in 1996 had higher average education levels than those who had only one job.
- For example, 42.6% of seasonal workers who had only one job did not finish high school, compared with close to 30.9% of those who had two jobs or more.

Table D.16.1 Seasonal workers by number of jobs during year and age: distributions by age, New Brunswick 1996

Percent

Age bracket	One job	More than one job	All seasonal workers
15-19	16.4	16.5	16.5
20-24	12.0	20.6	14.5
25-44	45.7	47.6	46.2
45-54	17.5	12.5	16.0
55 and over	8.5	2.8	6.8
Total	100.0	100.0	100.0

Note that 24.3% of these workers had at least one standard job in 1996.

- Seasonal workers who had only one job in 1996 were older on average than those who had more than one: 28.4% of the former were between 15 and 24 ($16.4+12$), compared with 37.1% of the latter ($16.5+20.6$).
- 26% of seasonal workers who had only one job in 1996 were aged 45 or over ($17.5+8.5$), compared with 15.3% of those who had more than one job during the year ($12.5+2.8$).

Table D.16.2 Seasonal workers by number of jobs during year and age: distribution ratios, New Brunswick 1996

Age bracket	One job	More than one job	All seasonal workers
15-19	1.0	1.0	1.0
20-24	0.8	1.4	1.0
25-44	1.0	1.0	1.0
45-54	1.1	0.8	1.0
55 and over	1.2	0.4	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job were approximately 40% more likely than all seasonal workers to be in the 20-24 age bracket.
- Seasonal workers who had only one job were approximately 20% more likely than all seasonal workers to be aged 55 and over.

Table D.16.3 Seasonal workers by number of jobs during year and age: distributions by number of jobs during year, New Brunswick 1996

Percent

Age bracket	One job	More than one job	All seasonal workers
15-19	70.6	29.4	100.0
20-24	58.4	41.6	100.0
25-44	69.9	30.1	100.0
45-54	77.2	22.8	100.0
55 and over	87.8	12.2	100.0
Total	70.7	29.3	100.0

- Nearly 70.6% of seasonal workers aged 15-19 had only one job in 1996.
- The proportion rose to 87.7% among seasonal workers aged 55 and over.

Table D.17.1 Seasonal workers by number of jobs during year and education level: distributions by education level, New Brunswick 1996

Percent

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	14.3	9.8	13.0
Grade 9 and over (did not complete high school)	28.3	21.1	26.2
High school diploma or certificate	40.0	40.4	40.1
Technical/vocational certificate or diploma, apprenticeship	3.7	5.2	4.1
Completed college	7.8	11.9	9.0
Undergraduate degree	5.4	10.1	6.7
Graduate degree	0.5	1.6	0.8
Total	100.0	100.0	100.0

Response rate: 97.8 98.7 98.1

- Seasonal workers who had more than one job in 1996 had higher average education levels than those who had only one job.
- For example, 42.6% of seasonal workers who had only one job did not finish high school, compared with close to 30.9% of those who had two jobs or more.

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Table D.17.2 Seasonal workers by number of jobs during year and education level: distribution ratios, New Brunswick 1996

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	1.1	0.8	1.0
Grade 9 and over (did not complete high school)	1.1	0.8	1.0
High school diploma or certificate	1.0	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.9	1.3	1.0
Completed college	0.9	1.3	1.0
Undergraduate degree	0.8	1.5	1.0
Graduate degree	0.6	1.9	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job in 1996 were almost twice as likely as all seasonal workers to have completed a graduate degree (1.9/1.0).

Table D.17.3 Seasonal workers by number of jobs during year and education level: distributions by number of jobs during year, New Brunswick 1996

Percent

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	77.7	22.3	100.0
Grade 9 and over (did not complete high school)	76.3	23.7	100.0
High school diploma or certificate	70.4	29.6	100.0
Technical/vocational certificate or diploma, apprenticeship	63.2	36.8	100.0
Completed college	61.2	38.8	100.0
Undergraduate degree	55.9	44.1	100.0
Graduate degree	43.0	57.0	100.0
Total	70.5	29.5	100.0

- Less than 24% of seasonal workers who had not finished high school had more than one job in 1996.
- Nearly 57% of seasonal workers who had completed a graduate degree had two or more jobs during the year.

Table D.18.1 Seasonal workers by number of jobs during year and language: distributions by language, New Brunswick 1996

Percent

Language	One job	More than one job	All seasonal workers
English	58.6	67.1	61.1
French	41.4	32.9	38.9
Total	100.0	100.0	100.0

- 41.4% of seasonal workers who had only one job in 1996 were francophones.
- The proportion fell to 32.9% among seasonal workers who had more than one job during the year.
- 27.8% of all workers were francophones in 1996 (see table D.8.1). francophones accounted for approximately 31% of the population as a whole.

Table D.18.2 Seasonal workers by number of jobs during year and language: distribution ratios, New Brunswick 1996

Language	One job	More than one job	All seasonal workers
English	1.0	1.1	1.0
French	1.1	0.8	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job during the year were approximately 10% more likely than all seasonal workers to be anglophone (1.1/1.0).

Table D.18.3 Seasonal workers by number of jobs during year and language: distributions by number of jobs during year, New Brunswick 1996

Percent

Language	One job	More than one job	All seasonal workers
English	67.8	32.2	100.0
French	75.3	24.7	100.0
Total	70.7	29.3	100.0

- Nearly 32.2% of anglophone seasonal workers had two or more jobs during the year.
- Only 24.7% of francophone seasonal workers had two or more jobs during the year.

Table D.17.2 Seasonal workers by number of jobs during year and education level: distribution ratios, New Brunswick 1996

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	1.1	0.8	1.0
Grade 9 and over (did not complete high school)	1.1	0.8	1.0
High school diploma or certificate	1.0	1.0	1.0
Technical/vocational certificate or diploma, apprenticeship	0.9	1.3	1.0
Completed college	0.9	1.3	1.0
Undergraduate degree	0.8	1.5	1.0
Graduate degree	0.6	1.9	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job in 1996 were almost twice as likely as all seasonal workers to have completed a graduate degree (1.9/1.0).

Table D.17.3 Seasonal workers by number of jobs during year and education level: distributions by number of jobs during year, New Brunswick 1996

Percent

Education level	One job	More than one job	All seasonal workers
Less than Grade 9	77.7	22.3	100.0
Grade 9 and over (did not complete high school)	76.3	23.7	100.0
High school diploma or certificate	70.4	29.6	100.0
Technical/vocational certificate or diploma, apprenticeship	63.2	36.8	100.0
Completed college	61.2	38.8	100.0
Undergraduate degree	55.9	44.1	100.0
Graduate degree	43.0	57.0	100.0
Total	70.5	29.5	100.0

- Less than 24% of seasonal workers who had not finished high school had more than one job in 1996.
- Nearly 57% of seasonal workers who had completed a graduate degree had two or more jobs during the year.

Table D.18.1 Seasonal workers by number of jobs during year and language: distributions by language, New Brunswick 1996

Percent

Language	One job	More than one job	All seasonal workers
English	58.6	67.1	61.1
French	41.4	32.9	38.9
Total	100.0	100.0	100.0

- 41.4% of seasonal workers who had only one job in 1996 were francophones.
- The proportion fell to 32.9% among seasonal workers who had more than one job during the year.
- 27.8% of all workers were francophones in 1996 (see table D.8.1). francophones accounted for approximately 31% of the population as a whole.

Table D.18.2 Seasonal workers by number of jobs during year and language: distribution ratios, New Brunswick 1996

Language	One job	More than one job	All seasonal workers
English	1.0	1.1	1.0
French	1.1	0.8	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had more than one job during the year were approximately 10% more likely than all seasonal workers to be anglophone (1.1/1.0).

Table D.18.3 Seasonal workers by number of jobs during year and language: distributions by number of jobs during year, New Brunswick 1996

Percent

Language	One job	More than one job	All seasonal workers
English	67.8	32.2	100.0
French	75.3	24.7	100.0
Total	70.7	29.3	100.0

- Nearly 32.2% of anglophone seasonal workers had two or more jobs during the year.
- Only 24.7% of francophone seasonal workers had two or more jobs during the year.

Table D.19.1 Seasonal workers by number of jobs during year and total number of weeks worked: distributions by total number of weeks worked, New Brunswick 1996

Percent

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 – 4	4.5	2.9	4.0
5 – 8	11.4	6.9	10.1
9 – 11	4.0	3.5	3.8
12	6.9	4.9	6.3
13 – 15	12.8	15.8	13.6
16	4.8	4.0	4.5
17 – 25	24.2	19.0	22.7
26 – 35	19.1	15.8	18.2
36 – 52	12.4	27.1	16.7
Total	100.0	100.0	100.0

- Nearly 27.1% of seasonal workers who had more than one job in 1996 worked 36 weeks or more.
- The proportion fell to 12.4% among those who had only one job.

Table D.19.2 Seasonal workers by number of jobs during year and total number of weeks worked: distribution ratios, New Brunswick 1996

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 - 4	1.1	0.7	1.0
5 - 8	1.1	0.7	1.0
9 - 11	1.0	0.9	1.0
12	1.1	0.8	1.0
13 - 15	0.9	1.2	1.0
16	1.0	0.9	1.0
17 - 25	1.1	0.8	1.0
26 - 35	1.1	0.9	1.0
36 - 52	0.7	1.6	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had two or more jobs were approximately 60% more likely than all seasonal workers to have worked 36 weeks or more (1.6/1.0).

Table D.19.3 Seasonal workers by number of jobs during year and total number of weeks worked: distributions by number of jobs during year, New Brunswick 1996

Percent

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 - 4	78.8	21.2	100.0
5 - 8	79.9	20.1	100.0
9 - 11	73.3	26.7	100.0
12	77.1	22.9	100.0
13 - 15	66.2	33.8	100.0
16	74.0	26.0	100.0
17 - 25	75.5	24.5	100.0
26 - 35	74.5	25.5	100.0
36 - 52	52.6	47.4	100.0
Total	70.7	29.3	100.0

Table D.19.1 Seasonal workers by number of jobs during year and total number of weeks worked: distributions by total number of weeks worked, New Brunswick 1996

Percent

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 – 4	4.5	2.9	4.0
5 – 8	11.4	6.9	10.1
9 – 11	4.0	3.5	3.8
12	6.9	4.9	6.3
13 – 15	12.8	15.8	13.6
16	4.8	4.0	4.5
17 – 25	24.2	19.0	22.7
26 – 35	19.1	15.8	18.2
36 – 52	12.4	27.1	16.7
Total	100.0	100.0	100.0

- Nearly 27.1% of seasonal workers who had more than one job in 1996 worked 36 weeks or more.
- The proportion fell to 12.4% among those who had only one job.

Table D.19.2 Seasonal workers by number of jobs during year and total number of weeks worked: distribution ratios, New Brunswick 1996

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 - 4	1.1	0.7	1.0
5 - 8	1.1	0.7	1.0
9 - 11	1.0	0.9	1.0
12	1.1	0.8	1.0
13 - 15	0.9	1.2	1.0
16	1.0	0.9	1.0
17 - 25	1.1	0.8	1.0
26 - 35	1.1	0.9	1.0
36 - 52	0.7	1.6	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had two or more jobs were approximately 60% more likely than all seasonal workers to have worked 36 weeks or more (1.6/1.0).

Table D.19.3 Seasonal workers by number of jobs during year and total number of weeks worked: distributions by number of jobs during year, New Brunswick 1996

Percent

Total number of weeks worked in 1996	One job	More than one job	All seasonal workers
0 - 4	78.8	21.2	100.0
5 - 8	79.9	20.1	100.0
9 - 11	73.3	26.7	100.0
12	77.1	22.9	100.0
13 - 15	66.2	33.8	100.0
16	74.0	26.0	100.0
17 - 25	75.5	24.5	100.0
26 - 35	74.5	25.5	100.0
36 - 52	52.6	47.4	100.0
Total	70.7	29.3	100.0

- Aside from seasonal workers who worked a total of 13-15 weeks in 1996 and those who worked over 35 weeks, the proportion of seasonal workers who had two or more jobs does not seem to increase with the number of weeks worked; it was under 27% in all the other "number of weeks worked" categories.
- Excluding the 13-15 weeks category once again, it is only in the 36-52 weeks category that the proportion of seasonal workers who had two or more jobs was significantly higher, rising to 47.4%.

Table D.20.1 Seasonal workers by number of jobs during year and principal industry: distributions by principal industry, New Brunswick 1996

Percent			
Main industry	One job	More than one job	All seasonal workers
Agriculture	6.4	5.5	6.1
Fishing and trapping	8.2	3.5	6.8
Fish processing	7.8	6.7	7.5
Forestry	9.3	5.7	8.3
Mining	0.6	0.6	0.6
Manufacturing	7.9	10.0	8.5
Construction	19.6	16.6	18.7
Transport, communications, other public services	4.7	6.8	5.3
Business	7.4	11.3	8.6
Finance, insurance, real estate	0.6	0.0	0.4
Public administration	2.1	1.9	2.1
Social, cultural, commercial and personal services	19.5	23.6	20.7
Food and accommodation	5.8	7.8	6.4
Total	100.0	100.0	100.0

Response rate: 84.9 84.9 84.9

- 51.3% of seasonal workers who had only one job in 1996 worked in agriculture, fishing and trapping, fish processing, forestry or construction (6.4+8.2+7.8+9.3+19.6).
- Only 38% of seasonal workers who had more than one job during the year were in those industries (5.5+3.5+6.7+5.7+16.6).

**Table D.20.2 Seasonal workers by number of jobs during year and principal industry:
distribution ratios, New Brunswick 1996**

Main industry	One job	More than one job	All seasonal workers
Agriculture	1.0	0.9	1.0
Fishing and trapping	1.2	0.5	1.0
Fish processing	1.0	0.9	1.0
Forestry	1.1	0.7	1.0
Mining	1.0	0.9	1.0
Manufacturing	0.9	1.2	1.0
Construction	1.0	0.9	1.0
Transport, communications, other public services	0.9	1.3	1.0
Business	0.9	1.3	1.0
Finance, insurance, real estate	1.4	0.0	1.0
Public administration	1.0	0.9	1.0
Social, cultural, commercial and personal services	0.9	1.1	1.0
Food and accommodation	0.9	1.2	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had two or more jobs were approximately 30% more likely than all seasonal workers to be in transport, communication and other personal services, or in business.

- Aside from seasonal workers who worked a total of 13-15 weeks in 1996 and those who worked over 35 weeks, the proportion of seasonal workers who had two or more jobs does not seem to increase with the number of weeks worked; it was under 27% in all the other "number of weeks worked" categories.
- Excluding the 13-15 weeks category once again, it is only in the 36-52 weeks category that the proportion of seasonal workers who had two or more jobs was significantly higher, rising to 47.4%.

Table D.20.1 Seasonal workers by number of jobs during year and principal industry: distributions by principal industry, New Brunswick 1996

Percent			
Main industry	One job	More than one job	All seasonal workers
Agriculture	6.4	5.5	6.1
Fishing and trapping	8.2	3.5	6.8
Fish processing	7.8	6.7	7.5
Forestry	9.3	5.7	8.3
Mining	0.6	0.6	0.6
Manufacturing	7.9	10.0	8.5
Construction	19.6	16.6	18.7
Transport, communications, other public services	4.7	6.8	5.3
Business	7.4	11.3	8.6
Finance, insurance, real estate	0.6	0.0	0.4
Public administration	2.1	1.9	2.1
Social, cultural, commercial and personal services	19.5	23.6	20.7
Food and accommodation	5.8	7.8	6.4
Total	100.0	100.0	100.0

Response rate: 84.9 84.9 84.9

- 51.3% of seasonal workers who had only one job in 1996 worked in agriculture, fishing and trapping, fish processing, forestry or construction (6.4+8.2+7.8+9.3+19.6).
- Only 38% of seasonal workers who had more than one job during the year were in those industries (5.5+3.5+6.7+5.7+16.6).

**Table D.20.2 Seasonal workers by number of jobs during year and principal industry:
distribution ratios, New Brunswick 1996**

Main industry	One job	More than one job	All seasonal workers
Agriculture	1.0	0.9	1.0
Fishing and trapping	1.2	0.5	1.0
Fish processing	1.0	0.9	1.0
Forestry	1.1	0.7	1.0
Mining	1.0	0.9	1.0
Manufacturing	0.9	1.2	1.0
Construction	1.0	0.9	1.0
Transport, communications, other public services	0.9	1.3	1.0
Business	0.9	1.3	1.0
Finance, insurance, real estate	1.4	0.0	1.0
Public administration	1.0	0.9	1.0
Social, cultural, commercial and personal services	0.9	1.1	1.0
Food and accommodation	0.9	1.2	1.0
Total	1.0	1.0	1.0

- Seasonal workers who had two or more jobs were approximately 30% more likely than all seasonal workers to be in transport, communication and other personal services, or in business.

Table D.20.3 Seasonal workers by number of jobs during year and principal industry: distributions by number of jobs during year, New Brunswick 1996

Percent

Main industry	One job	More than one job	All seasonal workers
Agriculture	74.0	26.0	100.0
Fishing and trapping	84.8	15.2	100.0
Fish processing	73.7	26.3	100.0
Forestry	79.8	20.2	100.0
Mining	72.8	27.2	100.0
Manufacturing	65.5	34.5	100.0
Construction	74.1	25.9	100.0
Transport, communications, other public services	62.5	37.5	100.0
Business	61.3	38.7	100.0
Finance, insurance, real estate	100.0	0.0	100.0
Public administration	73.0	27.0	100.0
Social, cultural, commercial and personal services	66.7	33.3	100.0
Food and accommodation	64.4	35.6	100.0
Total	70.7	29.3	100.0

- The proportion of seasonal workers who had more than one job in 1996 exceeded 30% in manufacturing industries; transport, communications and other public services; business; social, cultural, commercial and personal services; and food and accommodation.

Table D.20.3 Seasonal workers by number of jobs during year and principal industry: distributions by number of jobs during year, New Brunswick 1996

Percent

Main industry	One job	More than one job	All seasonal workers
Agriculture	74.0	26.0	100.0
Fishing and trapping	84.8	15.2	100.0
Fish processing	73.7	26.3	100.0
Forestry	79.8	20.2	100.0
Mining	72.3	27.2	100.0
Manufacturing	65.5	34.5	100.0
Construction	74.1	25.9	100.0
Transport, communications, other public services	62.5	37.5	100.0
Business	61.3	38.7	100.0
Finance, insurance, real estate	100.0	0.0	100.0
Public administration	73.0	27.0	100.0
Social, cultural, commercial and personal services	66.7	33.3	100.0
Food and accommodation	64.4	35.6	100.0
Total	70.7	29.3	100.0

- The proportion of seasonal workers who had more than one job in 1996 exceeded 30% in manufacturing industries; transport, communications and other public services; business; social, cultural, commercial and personal services; and food and accommodation.